KENTUCKY
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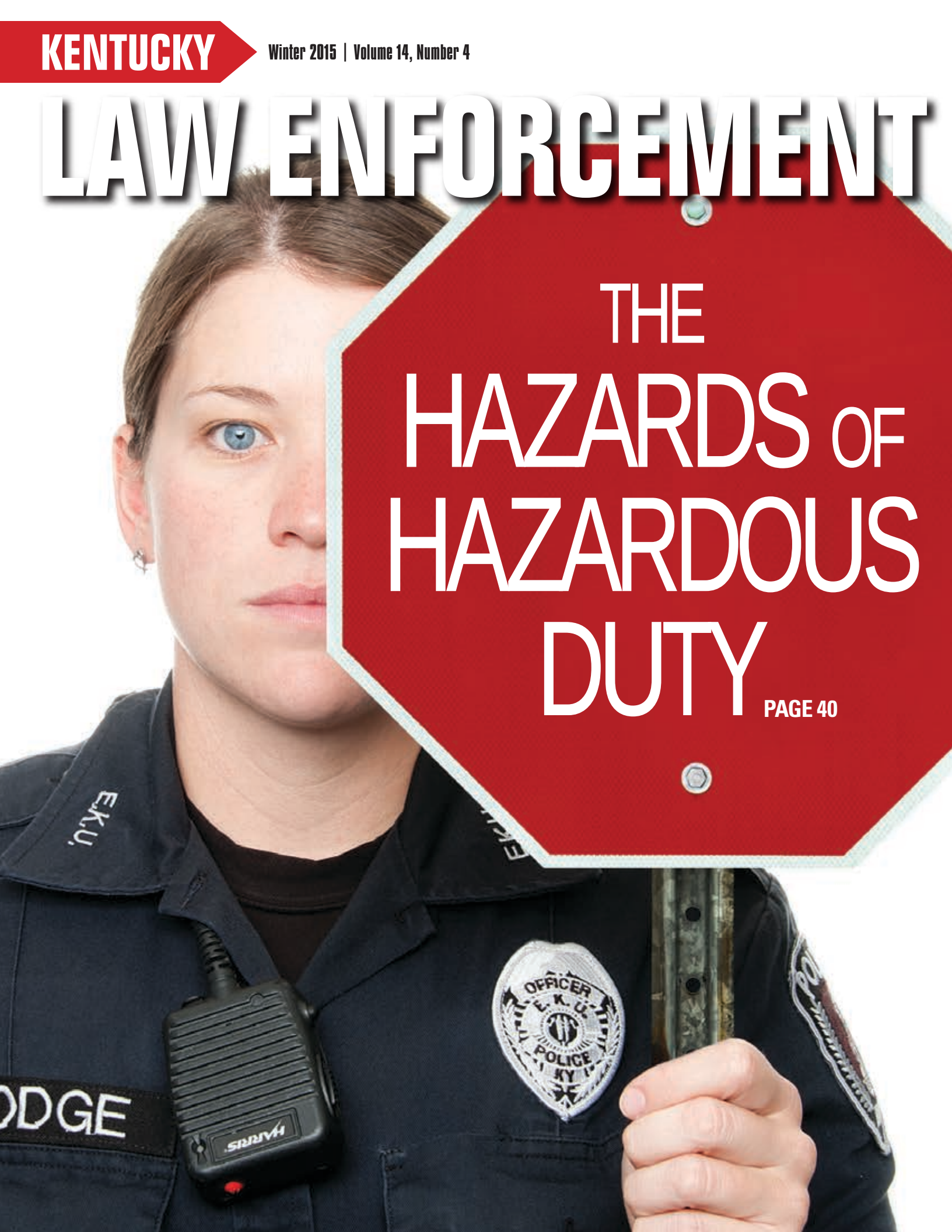
LAW ENFORCEMENT



THE HAZARDS OF HAZARDOUS DUTY

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KENTUCKY LAW ENFORCEMENT

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This publication is produced quarterly as a training and marketing tool for the Kentucky law enforcement community as well as public officials and others involved with law enforcement or the oversight of law enforcement. It includes best practices, professional profiles, technology and law updates of practical application and news-to-use for professionals in the performance of their daily duties.

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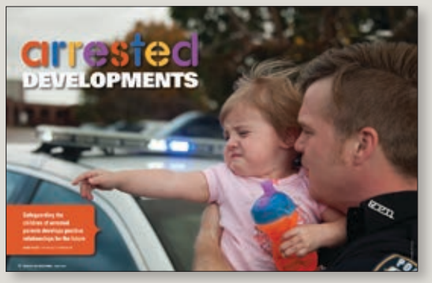
COLUMNS



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The Kentucky Law Enforcement staff welcomes submissions of law enforcement-related photos and articles for possible submission in the magazine and to the monthly KLE Dispatches electronic newsletter. We can use black and white or color prints, or digital images. KLE news staff can also publish upcoming events and meetings. Please include the event title, name of sponsoring agency, date and location of the event and contact information.

Secretary's Column

A New Governor and a Busy Session Ahead

J. MICHAEL BROWN | SECRETARY, JUSTICE AND PUBLIC SAFETY CABINET

The people of Kentucky have spoken and Matt Bevin is our new governor. The peaceful and orderly transference of executive power always has been what separated America from the rest of the world. We, once again, witnessed this phenomenon in our commonwealth.

Governor Bevin should be a friend to law enforcement. He has worn a uniform while serving our country as a U.S. Army Infantry officer. He has reached out to law enforcement and promised to "ensure public safety is a priority as a primary government function."

I could not agree more.

As we approach the 2016 session of the Kentucky General Assembly, there are several key issues which will impact the law enforcement community. This will be a budget year — and as always, the state's biennial budget will have a significant influence on state and local law enforcement.

Once again the issue of Kentucky Law Enforcement Foundation Program Fund funding and inclusion will be placed before legislators. This fund should be used first and foremost for training and proficiency incentives for all our Peace Officer Professional Standards-certified officers.

Substance abuse continues to strain our resources — from heroin in the north to the emergence of Flakka and the continued presence of pharmaceutical opioids in other areas of the state. We should anticipate bills seeking to further address these issues.

KEY ISSUES IMPACTING LAW ENFORCEMENT

- KLEFPF Funding/Inclusion
- Substance abuse
- Adequate funding of crime lab

Forensic evidence is a continuing concern. The "CSI" effect has placed increasing demands on the Kentucky State Police crime lab. The issues of DNA collection, rape kit testing and eyewitness identification will require input from law enforcement as new bills are introduced.

Finally, on Sept. 18 and Nov. 11, as we honored KSP Trooper Joseph Ponder and Richmond Police Officer Daniel Ellis, I witnessed an overwhelming display of public support for our fallen comrades. Law enforcement still is respected in the Commonwealth of Kentucky. That has not changed.

> *... I witnessed an overwhelming display of public support for our fallen comrades. Law enforcement still is respected in the Commonwealth of Kentucky. That has not changed.*

Commissioner's Column

Emotional Survival

JOHN W. BIZZACK | COMMISSIONER, DEPARTMENT OF CRIMINAL JUSTICE TRAINING

Emotional survival encompasses the parts of law enforcement work that affect both the family life of officers and their physical/mental health. This is a facet of law enforcement few talk about — an area that includes depression, apathy and isolation — the unintended and unspoken consequences of being overly-invested in the job.

Unfortunately, many officers never develop constructive stress-management coping strategies that could help them find balance and perspective during their careers.

Officers who fail to successfully achieve that balance often find their work all consuming. They always are on high-alert, skeptical of their surroundings and everyone they come in contact with — including their own families. Recognizing the need to normalize their lives through contact with people other than fellow officers, investing in hobbies and enjoying family time are keys to emotional survival. And it all begins in basic training. No longer can law enforcement academies ignore the emotional drain caused by the work; no longer can agencies expect officers to "tough it out."

In his frequently cited reference, "Emotional Survival for Law Enforcement: A Guide for Police Officers and their Families," clinical psychologist Kevin M. Gilmartin emphasizes the theory of hypervigilance, defined as when officers see the world primarily through the eyes of their work and over interpret their environment as potentially lethal, thus losing the capacity to discriminate which situations are genuinely dangerous. Hypervigilance leads to "pseudo-paranoia" — the distrust of anyone other than those within the police culture. Gilmartin's observations provide a path to eliminate the tough-it-out approach to emotional survival.

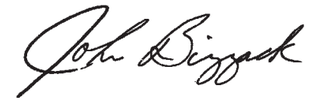
Obviously, there is no reason men and women entering policing should be expected — much less required — to tough it out, struggling to endure the emotional roller coaster often generated by law enforcement work. Our academies train officers to be proficient in the skills necessary to perform their work. Learning to successfully deal with the stress of policing requires its own skill set, a skill set highlighted in training.

For instance, a common anomaly found among officers who ignore the importance of emotional survival is a stressful home environment, leading to expanded emotional dissonance and, ultimately, occupational burnout. This facet of emotional dissonance, whether rooted in family or in the work, has far-reaching consequences. These include increased anxiety, irritation, depression, sleep disorders and negative effects on the immune system, leading to an increase in the incidence of infections, risk of cardiovascular diseases and musculoskeletal disorders.

> *There is no reason men and women entering policing should be expected ... to tough it out.*

More has been written about police stress than actually done about it. As with other essential training, the issues surrounding the potentially-explosive psychological hazards arising from police work should be as emphasized as other skills training.

Law enforcement academies must ensure officers are provided a set of skills to effectively deal with the stress of police work, making them continually aware that their emotional-survival training is as important as their physical survival training. Expecting officers and their families to tough it out is not only socially naïve, but an exceptionally senseless approach — particularly at a time when the nation is seeking ways to constructively improve policing.



Dean's Column

Confronting Conflict is the History of Policing

VICTOR E. KAPPELER | DEAN AND FOUNDATION PROFESSOR,
COLLEGE OF JUSTICE AND SAFETY, EASTERN KENTUCKY UNIVERSITY

The history of policing in America has been one of conflict, confrontation and revolution in the way the institution carries out its social mandate. Today, policing is once again facing its share of conflict, which will in turn cause police agencies to undertake transformation.

Perhaps two historic vignettes will illustrate how change is central to policing and how there are moments of occupational instability that, when properly confronted, can be opportunities for advancing the occupation.

One of the first 'revolutions' of the police institution in the late 19th and early 20th centuries was the detachment of police forces from overt political influence, or at least the superficial appearance of such detachment. Historically, the police were joined to ward bosses, party machines and individual politicians — depending upon those actors for their appointments, promotions and budgets.

Passing through a reform era led by social progressives, police were separated from this overtly-political arrangement in favor of a model of professionalism, derived from a desire for occupational autonomy and a need to confront claims of systemic corruption. In doing so, a strong attachment to the liberal rule of law was inculcated in most police forces in the United States. With this transformation of the police institution, everyday policing became more autonomous and less susceptible to direct political manipulation.

In this time period, police certainly felt under siege by reformists, activists, media and progressives to the point that major changes had to be introduced to the way in which policing was done. Certainly it was an uncomfortable time for police in America.

Policing underwent a further transformation of its mandate in the later part of the 20th century, with the advent of the community-policing movement. Here, police were partially detached from adherence to the rule of law and a legalistic self-understanding, in favor of an occupational vision that incorporated an element of community caretaking. In this transformation, the police began to see their function as more than the neutral or legalistic application of criminal law or use of force, and began to include controlling disorder, reducing fear of crime and enhancing the quality of life of communities within their occupational mandate.

This role realignment took on decidedly political overtones, with police developing working partnerships with well-situated social elites in hopes of co-producing crime control and community order under the banner of popular consent.

> *For policing to move past its current crisis, it cannot be impervious to critique from aggrieved or subaltern groups in the community.*

The community-policing revolution was neither comfortable nor conflict free; nor was it easy for policing to achieve. This reconfiguration has not been without its challenges for the police institution, however, and this mode still is very much contested within some policing circles. Still, the police institution is more community oriented after the profound changes introduced to the institution.

Two lessons can be drawn from these historic vignettes. First, change and conflict are inherent to the occupation of policing. In fact, one can argue policing is all about addressing social conflict. Policing always will be under the public's microscope. If policing does not engage reform movements, then change will be thrust upon the institution. Second, resolving conflict requires reasonable engagement with various communities and confrontation with the array of issues presented by those in these communities.

For policing to move past its current crisis, it cannot be impervious to critique from aggrieved or subaltern groups in the community. This requires police to meaningfully dialog with not only their overt supporters, but also with their loudest detractors.

■ Paying final tribute to a fallen officer, Frankfort Officer Pete Peden and his three-year-old son joined thousands of Kentuckians to honor Richmond Officer Daniel N. Ellis who was shot and killed in the line of duty in Madison County. On November 11, more than 7,000 people attended the Ellis funeral services at Eastern Kentucky University's Alumni Coliseum. Hundreds of police and first responder vehicles joined the 100-mile funeral cortege from Richmond to Adair County, creating a procession almost 12 miles long.

PHOTO BY JIM ROBERTSON

LOD DEATHS RAVAGE KENTUCKY

Kentucky Lost Four Officers in the Line of Duty in 2015

This past year has been a grave and difficult year for Kentucky's law enforcement community. Four Kentucky peace officers lost their lives in the line of duty, including two within two months slain by gunfire. Since the Kentucky Law Enforcement Memorial Foundation's inception, there have never been as many officers killed in the commonwealth in a single year.


Ellis

Richmond Police Officer Daniel Ellis, 33, died Nov. 6, two days after being shot while attempting to apprehend an armed robbery suspect at an apartment.

Multiple subjects attempted to rob a customer at a gas station earlier in the morning, and a witness provided a vehicle description that led officers to the apartment. A male subject who answered the door denied that the robbery suspect was inside and then gave officers consent to search the apartment.

As Ellis entered a back bedroom, the robbery suspect hiding inside opened fire. Ellis was struck in the head. His partner returned fire and wounded the subject.


Ponder

Ellis was taken to the University of Kentucky Hospital, where he died two days later from his wound.

He served the Richmond Police Department for seven years. He is survived by his wife, Katie, and son, Luke Michael.

On Sept. 13, Kentucky State Police Trooper Joseph Ponder, 31, was shot and killed after conducting a vehicle stop.

Ponder was on patrol when he observed a vehicle commit a traffic violation. The vehicle fled during the stop, leading Ponder on a 9-mile pursuit. During the chase, the driver abruptly stopped his vehicle, causing Ponder to crash into it. The man then exited his vehicle and opened fire, killing Ponder.

Ponder was a U.S. Navy veteran and served the Kentucky State Police for nine months. He was assigned to the Mayfield Station. He is survived by his fiancée, Chrystal Coleman, and his parents, three siblings and grandparents.


Chrisman

Ponder was preceded in death by fellow Trooper Eric Chrisman, 23, who was killed in a vehicle crash on June 23. He was responding to a reckless-driver complaint when his vehicle failed to negotiate a curve and crossed into the path of an oncoming tractor trailer. Chrisman's vehicle was struck on the driver's side, causing him to suffer fatal injuries.

Chrisman served the Kentucky State Police for only six months.


Rhoads

Nicholasville Police Officer Burke Rhoads, 35, also was killed in a vehicle collision on March 11.

He was en route to Richmond to take a training course when another vehicle turned in front of his patrol car. The collision spun the patrol car into oncoming traffic, where it was struck a second time from the rear. Rhoads was transported to a local hospital where he succumbed to his injuries a short time later.

Rhoads was a U.S. Army veteran and served the Nicholasville Police Department for seven years. He is survived by his wife, Melissa, and three children, Jacquelyn, Bryan and Kevin.

KLEMF Scholarship Deadline Approaching

The Kentucky Law Enforcement Memorial Foundation's deadline for the Gerald F. Healy Scholarship is March 31. Each year, KLEMF awards 25 $1,000 scholarships or $2,000 to family members of an officer who was killed in the line of duty. Scholarships are restricted to law enforcement officers and law enforcement telecommunication personnel (current, retired, or disabled) and their survivors and dependents. The scholarships may be used at any accredited college or university, including two-year and community colleges. For more information visit http://www.klemf.org/KLEMFScholarships1110.html or contact Pam Smallwood at Pam.Smallwood@ky.gov or (859) 622-8081.

DEA's Prescription Drug Take-Back Initiative Successful in Kentucky and Across the United States

Thousands of Americans in communities across the country discarded more than 350 tons of unused, expired, or unwanted drugs as part of the Drug Enforcement Administration's National Prescription Drug Take-Back Day Initiative on Sept. 26.

More than 3,800 federal, state and local counterparts took in more than 702,365 pounds of unused, expired or unwanted drugs at more than 5,000 collection sites across the United States. In Kentucky, 9,497 pounds of the prescription drugs were turned in at 56 sites. This was the 10th event since September 2010.

NEW CHIEFS

JOHNNY W. VANCE, JR.
Smiths Grove Police Department
Johnny Vance was appointed chief of Smiths Grove Police Department on April 6. Vance began his law enforcement career with the Glasgow Police Department and has 17 years of law enforcement experience. He also served the Western Kentucky University Police Department. Vance has a certificate in Law Enforcement Technology from Rio Salado College, Tempe, Ariz., and is enrolled at Western Kentucky University. He is a graduate of the Department of Criminal Justice Training's Basic Training Class No. 292, the Academy of Police Supervision Class No. 41 and the Kentucky Criminalistics Academy: Crime Scene Technician Class No. 1. Vance is a master taser instructor.

PARKER HATTER
Perryville Police Department
Parker Hatter was appointed chief of Perryville Police Department on June 5. Hatter began his law enforcement career with the Somerset Police Department in 2005. He also served the Stanford and Junction City police departments before being named chief of Perryville. Hatter graduated from Casey County High School and attended St. Catherine College. He is a graduate of the Department of Criminal Justice Training's Basic Training Class No. 360.

MARCUS JACKSON
Hodgenville Police Department
Marcus Jackson was appointed chief of Hodgenville Police Department on July 13. Jackson began his law enforcement career with the Hodgenville Police Department and has more than 19 years of law enforcement experience. He also served the Larue Co. Sheriff's Office for eight years before coming back to Hodgenville as a sergeant. Jackson served as acting chief in January 2015 before being named chief. He attended Eastern Kentucky University and majored in Police Administration. Jackson is a graduate of the Department of Criminal Justice Training's Basic Training Class No. 246.

O. C. JONES
Kentucky State University Police Department
O. C. Jones was appointed chief of Kentucky State University Police Department on July 6. Jones has 22 years of law enforcement experience and he began his law enforcement career with the KSU Police Department. He also served the LaGrange, Woodford Co., Harrodsburg and Eminence police departments. While serving Eminence, he began as a patrolman and moved through the ranks to become assistant chief. Jones also served the Woodford Co. Sheriff's Office. He has an associate's degree in Criminal Justice from AIU and is currently pursuing a bachelor's degree. Jones is a graduate of the Department of Criminal Justice Training's Basic Training Class No. 232 and the Academy of Supervision Class No. 43.

MICHAEL "SPIKE" JONES
Kenton County Police Department
Spike Jones was appointed chief of Kenton County Police Department on August 21. Jones has 27 years of law enforcement experience. His entire law enforcement career was spent with the Covington Police Department moving through the ranks to become chief. Jones retired from the Covington Police Department in May of this year. He has an associate's degree in Police Science and a Bachelor of Science degree in Police Administration from Eastern Kentucky University. Jones also has a master's degree in Executive Leadership and Organizational Change from Northern Kentucky University. He is a graduate of the Department of Criminal Justice Training's Basic Training Class No. 186, the Criminal Justice Executive Development Class No. 1, and the FBI National Academy 218th session.

ZACHARY K. MIDDLETON
Stanford Police Department
Zachary Middleton was appointed chief of Stanford Police Department on Jan. 13. Middleton has seven years of law enforcement experience. His entire law enforcement career has been spent with Stanford moving through the ranks to become chief. Middleton is a graduate of the Department of Criminal Justice Training's Basic Training Class No. 406 and the Academy of Police Supervision Class No. 57.

JOHN E. ROSS
Worthington Police Department
John Ross was appointed chief of Worthington Police Department on Sept. 14. Ross began his law enforcement career with the Coal Grove (Ohio) Police Department, and has six years of law enforcement experience. He also served the Raceland and Flatwoods police departments before being name chief of Worthington. Ross attended Marshall University. He is a graduate of the Department of Criminal Justice Training's Basic Training Class No. 444.

ANTHONY WILSON
Erlanger Police Department
Anthony Wilson was appointed chief of Erlanger Police Department on May 1. Wilson has 23 years of law enforcement experience. His entire law enforcement career has been with the Erlanger Police Department moving through the ranks to become chief. Wilson has a bachelor's degree in Sociology and an associate's degree in Law Enforcement from Northern Kentucky University. He is a graduate of the Department of Criminal Justice Training's Basic Training Class No. 218, the Academy of Police Supervision Class No. 2 and the FBI National Academy 227th session.

MAURICE LYKINS
Millersburg Police Department
Maurice Lykins was appointed chief of Millersburg Police Department on Aug. 17. Lykins has more than 25 years of law enforcement experience. He began his law enforcement career as a dispatcher with the Paris Police Department and retired as a detective. Lykins also served the Millersburg and Carlisle police departments and the Bourbon County Sheriff's Office prior to being named chief of Millersburg. He served four years in the U.S. Air Force. Lykins has an associate's degree from Kentucky Business College in Real Estate Management. He is a graduate of the Department of Criminal Justice Training's Basic Training Class No. 257. Lykins has served 17 years as a Kentucky DARE officer and was named Kentucky DARE Officer of the Year for two years. He has held every office in that program moving through the ranks to serve as president.

DOCJT

DOCJT Receives KWLEN Benefactor Award

The Department of Criminal Justice Training received the Benefactor Award during the annual Kentucky Women's Law Enforcement Network conference in November. The award is given to a citizen, community member, business, volunteer organization or other entity whose supportive actions have had a positive impact on KWLEN and the law enforcement community.

DOCJT has demonstrated support to KWLEN since its inception in 1999, allowing instructors to provide training at their bi-monthly meetings and conferences. Many DOCJT employees have taken active leadership roles as officers and served on committees. DOCJT has hosted the KWLEN conference and annually provides resources for graphic design, printing and mail services for promotional items.

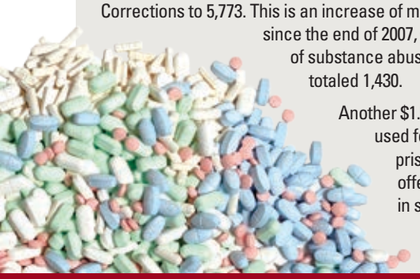
More Than $3 Million in Grants for Heroin, Prescription Drug Abuse Treatment Announced

More than $3 million in grants to provide substance abuse treatment for both county and state inmates in jails, and for injectable extended-release treatment for offenders as they are released from custody were announced in November.

The injectable, known as Medically Assisted Treatment or MAT, is designed to prevent relapse.

The latest grants will make it possible for the launch of new substance abuse treatment programs in six jails and the expansion of existing treatment programs in two other jails. In addition, some of these jail programs will also provide MAT. A total of $1.5 million will be allocated to the jail programs.

The new programs will bring the total number of substance abuse treatment slots provided by the Kentucky Department of Corrections to 5,773. This is an increase of more than 300 percent since the end of 2007, when the number of substance abuse treatment beds totaled 1,430.

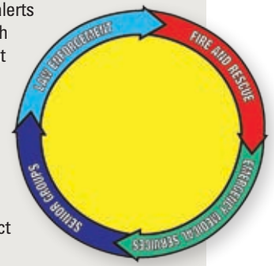


Another $1.5 million will be used for MAT in state prisons for 763 offenders participating in substance abuse treatment programs.

Kentucky Joins Lifesaving 'Yellow Dot' Program

In October, Kentucky launched its Yellow Dot program, designed to improve emergency care to motorists involved in a vehicle crash.

The "dot" — a circular yellow sticker on the lower left corner of the driver's side rear window — alerts emergency responders that a pamphlet with identification and medical information about the motorist is in the glove box. Smaller yellow stickers are available for placement on motorcycle license plates.



The pamphlet includes the participant's name, photo, medical conditions, recent surgeries, current medications, allergies, physical information and emergency contact information.

Kentucky's program will be administered through the Kentucky Office of Highway Safety. The Yellow Dot program originated in Connecticut in 2002 and now has spread to 15 states.

"This program is growing nationwide," said then-Gov. Beshear. "Not only will it help our residents, but with major interstates bringing out-of-state travelers through the commonwealth every day, we knew Kentucky needed to be on board."

For more information, visit http://yellowdot.ky.gov. As distribution locations are added, the list will be updated on the website.

Kentucky Receives Nearly $4 Million in CDC Funding to Help Combat Prescription Drug Overdose Epidemic

Kentucky will receive nearly $4 million in federal funding over the next four years to combat the epidemic of prescription drug overdoses.

The funding, to the Kentucky Injury Prevention and Research Center is part of a $20 million initiative, Prescription Drug Overdose: Prevention for States, launched by the Centers for Disease Control and Prevention.

Under the grant, KIPRC will receive $940,000 a year for the next four years. KIPRC is a partnership between the Kentucky Department for Public Health and the University of Kentucky's College of Public Health that combines academic investigation with practical public health initiatives.

These federal dollars will help Kentucky continue to educate the public on the dangers of drug use and abuse, and continue to commit appropriate resources to strategies the state has taken to reduce the devastating toll of addiction on families and communities.

KLEC Presents CDP Certificates

STAFF REPORT | KLEC

The Kentucky Law Enforcement Council's Career Development Program is a voluntary program that awards specialty certificates based on an individual's education, training and experience as a peace officer or telecommunicator. There are a total of 17 professional certificates; 12 for law enforcement that emphasize the career paths of patrol, investigations, traffic and management; and five certificates for telecommunications. The variety of certificates allows a person to individualize his or her course of study, just as someone would if pursuing a specific degree in college.

The KLEC congratulates and recognizes the following individuals for earning career development certificates. All have demonstrated a personal and professional commitment to their training, education and experience as a law enforcement officer or telecommunicator.

INTERMEDIATE LAW ENFORCEMENT OFFICER

Alexandria Police Department
Lucas T. Cooper

Berea Police Department
Eric L. Davidson

London Police Department
James D. House
William D. Jones

Louisville Metro Police Department
Anne E. Hogan
Mickey C. King
John R. Martin

Pikeville Police Department
Bruce Collins II
Christopher E. Edmonds

ADVANCED LAW ENFORCEMENT OFFICER

Alexandria Police Department
Lucas T. Cooper

Berea Police Department
Christopher R. Whicker

Danville Police Department
Thomas C. Broach

Fort Wright Police Department
Jeffrey C. Hoppenjans

Hopkinsville Police Department
Ceasar A. Sierra

London Police Department
James D. House
William D. Jones

Pikeville Police Department
Bruce Collins II
Christopher E. Edmonds

Richmond Police Department
Stuart K. Adams

Russellville Police Department
Jeffrey S. Sanford

LAW ENFORCEMENT SUPERVISOR

Hazard Police Department
Paul Campbell

Pikeville Police Department
Christopher E. Edmonds

LAW ENFORCEMENT MANAGER

Berea Police Department
Jason B. Hayes

Covington Police Department
Brian C. Steffen

Russellville Police Department
Gary T. Raymer

LAW ENFORCEMENT OFFICER INVESTIGATOR

Alexandria Police Department
Bobby J. Wince

Louisville Metro Police Department
Anne E. Hogan

Paris Police Department
Tony E. Asbury Jr.

Pikeville Police Department
Bruce Collins II

INTERMEDIATE PUBLIC SAFETY DISPATCHER

Bowling Green Police Department
Hillary J. Greene

Frankfort/Franklin County 911
Kelly D. Jagodzinski

Madison County E-911
Letisha D. Morris

ADVANCED PUBLIC SAFETY DISPATCHER

Frankfort/Franklin County 911
Joanna L. Sawalich

St. Matthews Police Department
Jennifer M. Newman

Winchester Police Department
Kimberly A. Newcomb

PUBLIC SAFETY DISPATCH SUPERVISOR

Frankfort/Franklin County 911
Yvonne D. Hulker
Earl S. Mitchell

Hopkinsville/Christian County Communications
Stephanie L. Noel

Madison County E-911
Karen E. Freeman
Wendy M. Lynch

LAW ENFORCEMENT TRAINING OFFICER

Louisville Metro Police Department
Kenneth R. Christian Jr.

Somerset Police Department
Billy G. Bolin

LAW ENFORCMENT OFFICER ADVANCED INVESTIGATOR

Alexandria Police Department
Bobby J. Wince

Danville Police Department
Sally J. Bustle

Independence Police Department
Mark A. Fielding

CRIME SCENE TECHNICIAN

Paris Police Department
Tony E. Asbury Jr.

Paducah Police Roll Out Baseball Card Initiative

The Paducah Police Department has teamed up with Head Start to bring back its once-loved officer baseball cards. Discontinued about 12 years ago due to budget constraints, the new cards were released in October. Each officer has a card with his or her picture and name on the front. On the back, it gives their rank and division, how long they've been on the force and some personal information about the officer, such as where the officer is from, hobbies they enjoy or sports teams they like.

"We want our kids to know that it's OK to go up to officers and say hello and ask them for their cards," said Kristy Lewis, director of Head Start for Paducah Public Schools. "I think in doing that, kids will see officers are here to support them and help them."

Head Start kids received a starter pack with four cards — Police Chief Brandon Barnhill and the department's three DARE officers. After that, officers will start carrying their baseball cards while they're out on the streets, and people are encouraged to approach them and ask for one.

Lewis said she hopes children will learn that officers are more than just a badge or an authority figure. She hopes kids will see them as people who are just like them. Plus, Lewis added, if children feel comfortable approaching officers, they will be more likely to turn to them when they need help.

REPAIRING POLICING'S BROKEN MIRRORS

DOCJT Commissioner John Bizzack explains Kentucky policing's constructive evolution toward creating the nation's best trained and prepared peace officers.

ABBIE DARST | PROGRAM COORDINATOR

PHOTO BY JIM ROBERTSON

When Department of Criminal Justice Training Commissioner John Bizzack stepped into his position in 1996, he quickly recognized that the system for training police officers was broken. And like a broken mirror produces a flawed reflection, law enforcement officers emerging from a broken training system were a flawed reflection of what Kentucky communities wanted and needed in their police. In his book, "The Broken Mirror Theory," Bizzack chronicles the historical evolution of Kentucky's work to create a consistent and mandatory training program to produce top-notch peace officers, and he provides insight into the details of how and why those changes came about. Today, no other state demands the level or quality of training methods Kentucky has adopted, and Kentucky has risen to the top when it comes to how police are trained to think about policing.

In a nutshell, what is the basic premise behind "The Broken Mirrors Theory?"

The theory behind 'Broken Mirrors,' is the system used to train police officers is broken. The reflection we see today in policing is a result of the training mirror. In the book, "Broken Mirrors," I've taken what's happened in Kentucky since 1996 and looked at the very constructive — but slow — evolution of developing entry, pre-screening, hiring and selection standards combined >>

It has taken Kentucky nearly 20 years to develop the pieces of a very intricate puzzle. The array of pieces all started to fit seamlessly together in a unified system about 12 years ago. But, as we caution in "The Broken Mirror Theory," if you remove one piece of that puzzle, the system doesn't work. All of those pieces have to be in there.

>> with an environment in which that training can take place. The training is based on current job-task analysis with relativity and pertinence to the work of a police officer in Kentucky. This training takes place in a non-boot camp setting, with a qualified and validated curricula and faculty.

Today, we have 20 years of records and have amassed 20 years of experience in training police officers in this format. Kentucky now has 85 percent of its entire police community trained under this process. This method has attacked another issue that always has been an impediment in policing everywhere, not just in Kentucky. When officers graduate from a basic training academy, no matter what the training, they still have to be integrated into the police culture. Often, the police culture is all consuming and unravels and redirects that which has been taught.

However, after all this time, that 85 percent of Kentucky officers has become the majority. With this approach, attitude, perspective and training, these officers now influence more of the police culture than 20 years ago. This is not just a one-prong approach, it's been an approach that takes time and that's why this isn't done all over the country with great success. It takes a considerable amount of time to ensure this occurs, and with that time goes funding and the appropriate facilities to be established. There has to be a matriculation of qualified faculty that understands that we don't lecture in training, we create problem-based scenarios in an adult setting and expect people to work through the solutions.

This approach is not new. It's been around for quite a while. We took the idea from the Royal Canadian Mounted Police who had great success for years before we adopted it. And there are other academies that do this. But the key is having all the pieces of the puzzle fitting together and having it all done at the same time. It has taken Kentucky nearly 20 years to evolve those pieces of the puzzle, and they all started to fit together very seamlessly about 12 years ago. But as we caution, if you remove one piece of that puzzle, the system doesn't work. All those pieces have to be there.

As you define it, what are the biggest problems facing American policing today with regards to training and image?

I don't think there are any problems facing training if you have the right prescreening, hiring and selection standards, and if you have an environment that teaches problem-based learning with the faculty and time to do it.

I think the biggest problem is the political tinkering that goes into police issues that become news sensations or the perceived problem. We can't have a problem and address it effectively by taking existing police men and women who were trained under a system that was broken to begin with and who have been influenced by police culture — policies, procedures, geography, location of the department, leadership — run them all back through training that today you think is the right way to do it, and change their mind so they will apply it. That's the problem facing policing today. Now you can't just let all police officers go either, because we have to have police. So, the only other approach is to continue to indoctrinate and retrain.

However, if you really want to change the face of policing, you have to start at the very beginning and wait for those generations to become the majority, and that will change the face of policing, as it has in Kentucky. We have chiefs, sheriffs, mayors, county judges, legislators, judges and prosecutors who are able to see the extreme difference that has taken place just in the past decade. In addition, we have empirical evidence showing those who were selected absolutely were the right ones to come into policing. And we know there are more than 3,000 individuals who were not selected during the past 20 years who were not suited to enter the police profession. Had Kentucky not had these standards, we might have 3,000 officers who were not suited serving as police officers today.

Define a 'warrior's mentality' and how has that mentality affected American policing?

Very simply put, officers who begin their shift thinking everyone they run into is going to kill them — that is the warrior mentality. There is absolutely nothing wrong with officers being alert, needing to be aware they are going to face something at any moment, and it could change in an instant. But we're wrong to continue to stand up and say we want officers who are warriors and guardians. Well, the term guardians is rather offensive to a lot of officers, and they have put up a resistance to it because it makes it seem like everything is intended to make police officers soft. That goes against the entire warrior mentality.

There is no attempt to make officers soft — that is an ill-conceived notion. The idea is to make police officers think — what is your role? Your role is a peace officer. There are people in police departments who are assigned in areas you might as well say are warriors. That's what some of the special weapons, tactics and emergency response units are designed to be. That's what they can project. But that's not what every officer is designed to be. The mentality is one that slowly has evolved in policing. As has been pointed out and researched for the past 20 years, that mentality likely grew out of the use of SWAT teams and more militarization of police equipment.

Again, there are few people who can say police don't need to have some types of equipment for the circumstances they face. But they don't need to use them on routine patrol nor have that appearance that they are militarized on a day-to-day basis because that's not the role of police. When it's called for and necessary, absolutely, they should have everything they need to defend themselves and keep themselves and those around them safe.

The training, outside of legitimate city and state authorized or mandated training police officers can get from organizations that promote the mentality of warrior, doesn't help. And the culture of police doesn't help because it pretty much pulls people into the idea that it's us versus them constantly. And while an officer may get hurt any given day, place or time, to have the attitude that, 'Everyone I meet today may kill me,' is not going to be a constructive integration of their training, their attitude and the principles of policing. It certainly is not what communities want officers to think every time they get out of the car. It has to be there someplace because it can happen, but it shouldn't be what drives your action every time you get out of a vehicle or walk up to someone on the street. You're supposed to perceive those things before you react to them.

What has been Kentucky's strategy in altering how police view themselves and view policing?

The strategy started in 1996 with the decision to keep training centralized and to make sure there were uniform standards for prescreening, selection and hiring that were mandatory across the state. Nobody was trying to bring down any of the higher standards of the Kentucky State Police, Louisville or Lexington, but instead trying to bring everything else up. So we went from roughly six standards in Kentucky to 17 that applied to everybody who wanted to be an officer in the commonwealth. In the middle of that was trying to get the Kentucky police community to agree to support it, and they did, which ultimately led to the Peace Officers Professional Standards Act.

The second part of the strategy was to make sure we had a centralized location that could apply the necessary types of training. We didn't want to have satellite training all over the state with no centralized administration or application of who was hired, who was qualified to teach and the teaching itself.

The next part of the strategy was to make sure we built a qualified cadre of instructors who would subscribe to what became our methodology of teaching with problem-based and adult-based instruction.

Finally, the all-important part was eliminating all notions that this was a boot camp. There is no empirical evidence that military-style boot camp produces the quality police officer expected today. It doesn't mean the people who go through these boot-camp training programs aren't qualified to be police officers. I think it's good basic common sense that we are bringing people into policing who are adults, looking to serve their communities, and have a higher education.

Therefore, if we make them do push-ups, yell at them, scream and make them stand at attention and do punishment brigades — and treat them the way stereotypical thinking is in the military — what are we really projecting to them? What are we advancing? You don't have to do those things to have discipline and have regulations followed. You have to get people to behave as if their mothers are watching them, and put them >>

>> in situations where they will be treated as adults and expected to act like adults. If not, they have to leave. You can't be a police officer in this state if you can't make it through the academy.

Moreover, when officers graduate and go back to their police departments, they are not approached by a sergeant who tells them to get down and do 20 push-ups. They aren't put on toilet detail. They aren't yelled at in formation as if they were green recruits. There is a para-military structure of policing, but policing is not the military. And that is a process we've had to get further and further away from in order to convince people we don't need to treat people like boot-camp trainees to turn them into police officers who have the perspective, maturity and ability to think — not just react — but think about what they have to address. It's a long drawn out process to change people's minds.

We never have had one police chief, sheriff or police executive in this state complain or tell us this academy needs to be more strict or like a boot camp. But we have had dozens and dozens of chiefs, sheriffs, mayors, county judges and prosecutors tell us the officers who graduate from here have more mature attitudes. This shouldn't surprise anybody because what we want to produce is an adult peace officer. We're producing police who are peace officers and able to serve their communities soon after they get out of this academy.

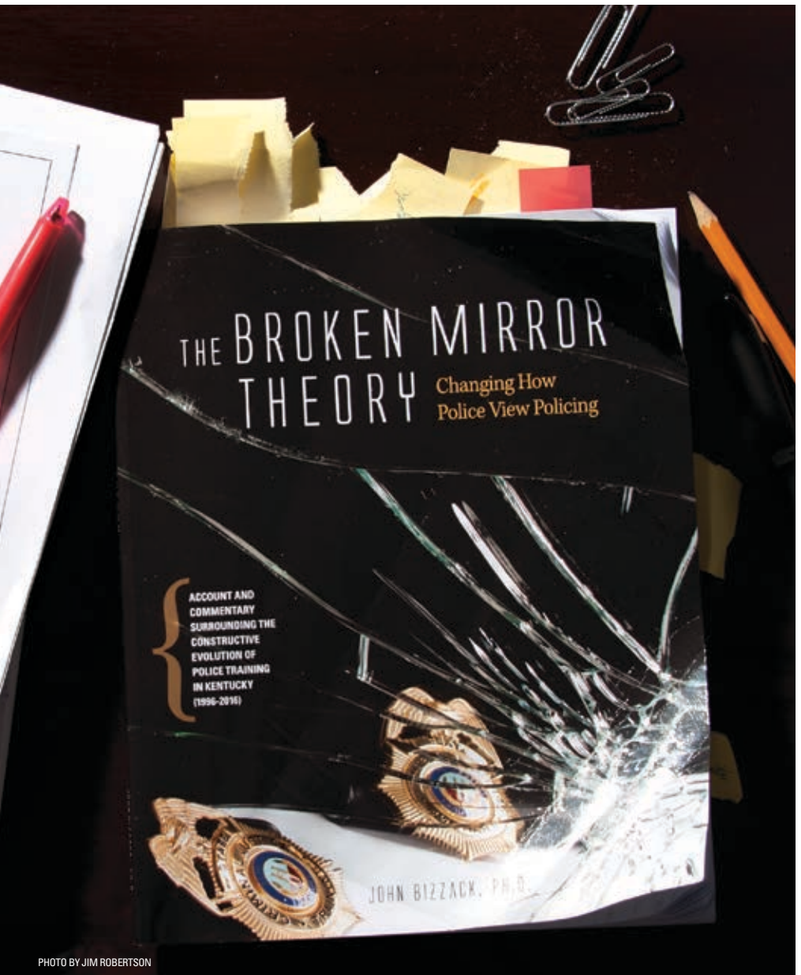


PHOTO BY JIM ROBERTSON

How will these new ideas be integrated into police leadership training, such as Police Executive Command Course and Current Leadership Issues for Mid-level Executive classes?

Aside from having officers come back for 40 hours of in-service training and getting new information every year, one of the biggest influences in Kentucky policing is the "Kentucky Law Enforcement" magazine. All police officers get it — either by reading it online, getting hard copies of it, or it having it passed around. It's the only publication in Kentucky centered on what is going on in policing all over the state, not just one section. Over the years, it has become essential and relied upon for law enforcement news, as has the e-newsletter, Dispatches.

Now, through the PECC and CLIME classes, we are going to add an approach. We are going to take a topical issue that is facing policing, not just in Kentucky, but nationally, and we're going to bring in a person who is well known and respected and seen as an expert on a particular hot-button topic. We also will have a person facilitate a round-table discussion. This year, PECC and CLIME classes will talk about militarism and militarization in policing.

We've had articles appear in the magazine, talked about this in chief meetings in casual conversations, but never had all the chiefs and sheriffs in the state in one room to talk about one issue in a round-table discussion to get their views and perspectives. This allows us to see what the big issues are so they can filter it back to their community and decide, 'Will this work or not work,' or 'What do I need to consider with regard to how police are moving more toward militarization?'

Kentucky agencies have received military equipment, and I think what they have received has been put to use the way it should be. The big concern is if a department has armored vehicles, which could be useful in a lot of circumstances, but they use them on routine patrol every day. That's not what they are necessarily for. I've not seen Kentucky police chiefs or sheriffs be that careless in the application of what they've received. But it doesn't make any difference because if someone is careless in Ohio, Virginia or Missouri, and there is an event, anything Kentucky has is viewed as if those agencies would do the same thing. Chiefs and sheriffs need to be much more aware of how that affects the community's view of their police department.

That is just one topic. Each year there will be a new topic. The Police Executive Research Forum, or PERF, has these sessions in which they bring police chiefs from all over the country and have round-table discussions. They produce a publication that goes to many police executives around the country, so they can see the tone and the pulse of policing nationwide. We plan to do the same thing with the PECC discussions. There will be a publication, after all the PECC classes, available on the website and mailed to those who didn't attend, so they can see what is being said and what the views are of chiefs and sheriffs around the state.

> *Keep in mind police training in Kentucky is not hundreds of years old. It just started in the late 1960s, and it had an evolutionary process to go through because police didn't see any reason to be trained.*

According to Richard Holden, 'Most of what's wrong with law enforcement starts with academy systems that are dysfunctional.' How has DOCJT countered this philosophy to put Kentucky police training ahead of the nation?

Holden's comment was made in 1994 and much of what he wrote in his book is what we looked at in Kentucky to redesign and correct our system. Keep in mind police training in Kentucky is not hundreds of years old. It just started in the late 1960s, and it had an evolutionary process to go through because police didn't see any reason to be trained. It was only the larger agencies that could afford to have their own academies with basic police training.

Training evolved very slowly in this state. The way it evolved wasn't wrong. No one can look back and say they should have done this or they didn't do this soon enough. I think it's a mistake to do that. I think you have to look at the context of times in which it started, the obstacles they faced, the attitudes of the police community and the availability of funding to make all of that happen. What we've accomplished here couldn't have happened if all this had not occurred in the previous three decades.

But what did occur was the recognition that more was expected out of police by communities. They weren't getting everything they expected. And one of the reasons was we had so many jagged standards on who could be a police officer and what the qualifications were. The issues weren't so serious that they were just constantly plaguing policing, but they all were pulled together under the question of why police weren't uniformly trained. Why does this officer over here have no training and do the same job as the officer over here who has to go through 300 hours of training?

To correct the dysfunctionality, as Holden calls it, there has to be a plan, and the plan has to be all encompassing and mandatory. It can't be a voluntary training process. Unfortunately, that was what Kentucky was stuck with until 1998. It was voluntary with a carrot that if you do it you'll get a proficiency stipend from the Kentucky Law Enforcement Foundation Program Fund. Today it is mandatory. That has made a tremendous difference to ensure that there is uniformity in training across the state. We don't have one department with 30 officers who have no training and, right next to them, a city whose officers receive 928 hours of training.

What does it mean to be a police statesman? How does it affect a peace officer's role in the community?

A police statesman refers more to an executive-level officer. Management in the world of policing often can be identified as the source of many crises faced in the field. Traditionally, police do not produce good managers in their insular world, and worse, they never have been uniformly pressed to do so. Over decades, as police officers are promoted from within the ranks who have no more training than they had as patrolmen, you end up with police chiefs and executives who have the experience of patrolmen. That is not necessarily leadership or administrative management.

Today, there are more police chiefs and executive-level officers who are educated, have extensive training backgrounds and are much more qualified to administer police agencies than 20 to 25 years ago. The difference between a police executive >>

spokesperson and a police executive statesman is that the statesman is more capable of convincing the community, department and politicians that the person in charge knows what is best for the department.

The tinkering with police by people who are elected officials, who don't rely on police statesmen, is part of the reason we're in the position we're in today. When there is an executive who is a statesman, that person is able to convince the mayors, county judges or whomever that he can deal with problems and can say, 'Here's how to deal with them and here's how we'd like to have you all to view these things,' it's a step in a completely different direction. Before we needed strong police leadership, but today we need strong police executive statesmen who can articulate what's going on.

If you look across the country, especially at PERF, and see those chiefs who are most active in the International Association of Chiefs of Police and sheriffs in the National Sheriffs' Association, these are the people who most closely are identified as statesmen in policing. They have made their career in becoming experts in leading, managing and administering the massive responsibilities associated with running a police agency. There is a huge difference between the guy who gets appointed as police chief, and the person who gets appointed to be police chief who actually can constructively evolve that police agency, sometimes in spite of politicians.

What is DOCJT's future blueprint for continuing to establish, develop and deliver pertinent and quality law enforcement training?

I think the state has some options here. There will be some people who will say, 'DOCJT has achieved what it was intended to achieve and has maintained its status with accreditating agencies (which are critically important for this organization. It has helped to constructively evolve policing.) We now have statewide standards that haven't been watered down. So we're done.' Well, we're not done. There is no finish line in this important business of training police. There is no way to constructively evolve what has been accomplished if the attitude is all that can be now is stewardship. There is no stewardship, this has to constantly breathe and move forward.

What has to happen now is a hard look at some things that have been left behind, so to speak, while trying to get other things institutionalized. One of them is incumbent testing. That scares many people because they think, 'My goodness, I'm going to have to meet qualifications? I'm older now; I'm larger now. I don't know if I can meet those qualifications.' Well, the probability is they can't. But we need to consider that we have 17 standards for people to meet to come into policing. We have 23 weeks for them to successfully navigate 928 hours that will produce them as basic-trained peace officers. Once they graduate from this academy and return to their departments, unless their department has a program ensuring they remain physically, emotionally and psychologically fit, then from the time they step out of the academy until the day they retire, we don't know their condition.

Currently, some departments have incumbent testing, but on a statewide basis, we do not. It scares people because they think it will wipe out half the police department to say they have to meet weight standards, be psychologically tested and make sure they are emotionally stable to do this work. How can you argue that someone who has been a police officer out of the academy for 15 to 20 years, should not be as emotionally, psychologically and physically capable of performing the job as what got them into policing? Because the job-task analyses and the standards weren't set up to say, 'If you can just get into policing, it's fine. Once you graduate you don't have to be able to do any of this stuff.' That's insane. So that is an issue that needs to be tackled, but will be difficult to tackle, and probably will have to be done by grandfathering in everyone from one point and taking incumbent testing forward.

We're in the infant stage. We may quite literally have to wait 20 years to have incumbent testing mean enough for police executives to say, 'You're right, I don't want a guy to graduate from the academy and serve for 20 years and find out he was psychologically imbalanced and is involved in something we could have prevented.' It doesn't happen to everybody, but it doesn't have to happen to everyone, just happen a few times. We do know there are circumstances in the past 35 years in policing where officers were not suitable to be police officers at some point during their careers, but they got through the system somehow and stayed. And yet we've had instances around the state that proved they should not have been peace officers. That can be prevented. The question is, does the public, the political process and the state have the patience to correct this over a period of time, or are we just going to continue to roll the dice?

Additionally, we definitely should be looking, as a lot of agencies have across the country, at raising the education standards. We have found that 75 percent of officers who have gone through this program since 1999 have some college or degree. That's phenomenal. We also know that 62 percent are 25 years old or older. The 62 percent who are 25 years old or older, we can empirically show are more mature — they leave here more mature and apply their skills in a more mature way.

We think it's important officers be older, and have some life experience to bring to policing. That is nothing against those who were 21 and got into policing and made it. But, we should be looking at raising that standard to 25 years old, as opposed to 21. And we should look at raising the education standard, too. We're almost there anyway; it's almost what's happening, so it's good to go ahead and look in that direction and see how it might affect the future.

There is ample revenue in Kentucky through the KLEFPF fund to support all the needs of police and firefighter training throughout the commonwealth for decades and decades to come. The one issue is it has not always been available and it has been used for other purposes. The police community never has asked the legislature or Frankfort to not use that money for other things. But they've always asked, 'Please fund these things first before you use the rest of the money.' That is the theme of the police associations and will continue to be the theme well into the future until the police community's legitimate needs are consistently met by the funds that are raised for that intended purpose.

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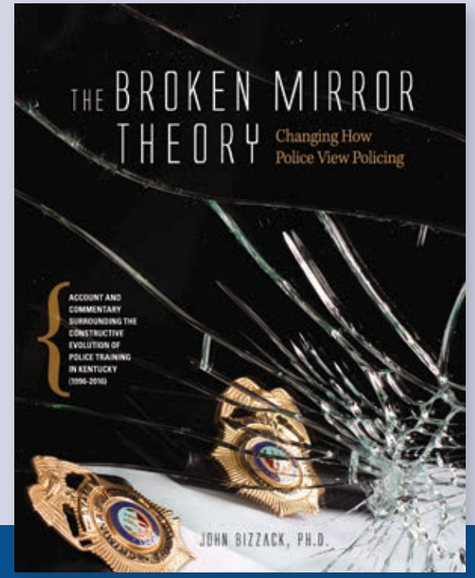
Kentucky's peace officers trained at the Department of Criminal Justice Training now are required to memorize KRS 503.090, which is the state's use of force statute.

PHOTO BY JIM ROBERTSON



Read All About It

All proceeds from the "The Broken Mirror Theory" will benefit the Kentucky Law Enforcement Memorial Foundation Fund. To order, visit amazon.com or scan this QR code with your smart device for a direct link.

IADLEST

IADLEST VISITS DOCJT

Recreating Kentucky's Law Enforcement Culture

STAFF REPORT | DOCJT

IN late October, the regional directors' conference of the International Association of Directors of Law Enforcement Standards and Training (IADLEST), held in Richmond, heard DOCJT Commissioner John W. Bizzack summarize the building blocks of Kentucky's continuing efforts to change the culture of law enforcement in the commonwealth as reflected in his latest book, "Broken Mirrors."

In today's ongoing political climate of quick fixes to complex problems, Kentucky's nearly 20-year commitment to constructively advancing its police community has created a strong culture unparalleled around the country.

Department of Criminal Justice Training Commissioner John W. Bizzack presented a detailed history to IADLEST participants about problems the state decided to tackle in the mid-1990s, and how the support of successive administrations and the legislature has allowed pivotal change to take root across the commonwealth.

"I still get asked the same question, 'How do we want police to view themselves and their work?'" Bizzack said. "A key component to influencing that is training. A key component that influences training is pre-screening."

Weak or inconsistently-administered standards affected both pre-screening and training efforts until 1998 when the Peace Officer Professional Standards were adopted, mandating that all incoming officers meet 17 pre-screening standards before attending the Basic Training Academy at DOCJT.

POPS also required each certified officer in Kentucky to return to training annually for a minimum of 40 hours of training to maintain that certification.

"The plan first germinated in 1996, took root and grew over the next 20 years, which is why Kentucky has had success," Bizzack said. The enemy of this far-reaching strategy is time, which is what has kept other states from successfully achieving what Kentucky has accomplished. Kentucky's success, spanned over 20 years, has been dependent on continuous support from the past three governors and their administrations consistently applying the strategy and all elements of the program.

This is what institutionalized the process and set Kentucky apart from other states in this area. Politics and funding did not impede or derail the process — in essence, each administration and the legislature kept its eye on the ball.

"As a result, there is an entire generation-and-a-half of police officers who view themselves and the work they do in a more constructive manner — and all Kentucky communities benefit," Bizzack added.

Over two decades, roughly 88 percent of officers in Kentucky have been trained under the POPS standards, Bizzack said.

"What that means is we have new attitudes and a police community with a more broadened and balanced perspective of not only how offers view policing, but view themselves. This balance and depth extends today to a fresh corps of police leadership throughout Kentucky as well," he continued.

ELIMINATING THE COWBOYS FROM POLICE CULTURE

Many things contributed to the attitudes within the police culture we saw emerging from the 1970s through the mid-1990s across the nation. The public's view of policing, Bizzack said, was shaped by the way police viewed their work and performed it. Nationally, we saw imbalance and inconsistency in the prescreening, selection, hiring and training of police. It became very clear that not everyone in policing should be involved in the work. Kentucky was not immune from the results of the imbalance and inconsistency in pre-screening and training.

Through retirement and attrition, Bizzack noted Kentucky's police leaders who resisted the shift to a professional law enforcement culture eventually dwindled to a minority. Younger officers who rose to leadership positions were trained differently with a new system of leadership values, and they returned to their communities to put those values into effect.

"To naysayers, those very people who didn't understand what we were trying to do, we said, 'Stand back and watch." Bizzack said. "The first several years were the most critical, and by the sixth, maybe seventh year, a change in attitudes and even the old attitudes of the police culture toward strict entry standards and expanded training requirements were embraced. But again, the importance of having the time and political support necessary to make such sweeping changes cannot be overstated."

The changes were not only in the manner in which police were prescreened and trained, but the facilities and environment in which they were trained, the curricula and the exceedingly-high caliber of staff and faculty that was developed to make it all work, Bizzack said. The combination of these and other elements of the strategy is what led Kentucky's program to become a national model.

Metaphorically speaking, Bizzack explained that the concept of truly changing policing had become analogous to "bending granite." In Kentucky, however, the adopted process of changing the police culture has become one in which the granite slowly has been shaped over time.

"We can't police today as we did in the 1940s, or even in the 1990s," Bizzack said. "It doesn't work anymore. We have to produce police officers in a manner that corresponds with our society. We do that by shaping our tools — just like we shape granite. You can take a big enough chunk and shape it to make it look like it is bent, but you have to have the right tools. What we used for decades was a big hammer. Hitting it made a little bitty hole."

SHAPING GRANITE

With the right tools in place, the granite began to take shape into a monument to modern policing in the commonwealth.

The ripple effect of training led to a hunger among officers for more training, more professionalism and more statesmanship at executive levels.

"Over time, police departments became open to the concept of not hiring people because they didn't meet the state's mandatory standards," Bizzack said. "They started relying on the standards. This didn't spread like wildfire, but it spread to every graduating class, and those officers eventually became administrators who had been pre-screened in a more valid manner and were better trained. At the same time, we pushed from the bottom up and the top down. The result was a higher caliber of police across Kentucky than what had existed in decades.

There were multiple moving parts necessary to establish a solid foundation for training in Kentucky that would stand the test of time, and each part was critical to galvanize the police community, Bizzack said.

In 2015, only five states in the U.S. require 40 hours of annual in-service training. Kentucky is one of them, and without that training each year, an officer is not permitted to maintain his certification. The Basic Training program at DOCJT requires officers to successfully navigate 928 hours of empirically-grounded training that teaches officers to solve problems, not merely react to situations. Kentucky leads the nation in the number of hours required to become a basic-trained police officer and to maintain certification by annual training.

Every student who attends DOCJT now is embedded with the philosophy that the purpose of their training as a Kentucky peace officer is to "learn to constructively interact with the public for the good of the civil peace." Learning that fundamental purpose of policing and carrying that theme and viewpoint into and throughout all training is where it all starts," Bizzack said.

"There is no finish line in the serious business of assuring police are appropriately pre-screened, trained and instilled with the correct skills and extensive knowledge required today to perform the work," Bizzack said, "and in shaping the necessary constructive attitude to apply them."

TIPS AND TRICKS FROM A SEASONED PROFESSIONAL

CROWD MANAGEMENT:

How to Do It Right and Keep People Safe

KELLY FOREMAN | PROGRAM COORDINATOR

When you are the leader of the state's largest university police agency managing more than 1,500 events each year, you learn a thing or two about crowd management.

And when you have the most storied college basketball program in the nation, couch burnings and riots following March Madness become a part of the norm.

Twenty two years at the University of Kentucky — six of those as chief — have allowed UK Police Chief Joe Monroe the time to develop a passion for crowd management and the many details that go into keeping a community of thousands safe. Smooth and efficiently-operated events are a necessity when more than 67,000 people may fill the seats of Commonwealth Stadium for a Saturday football game.

While his experience is university specific, the tips and tricks he has learned along the way apply to any Kentucky city dealing with large crowds. When Kentucky's summertime streets are filled with festivals and entertainment venues, knowing how to prepare and implement your plan is crucial. Following the events of the past year, it is also impossible to know when an incident, even in a small community, may turn ugly and the community looks to the police for help.

After all, Ferguson, Mo., is home to little more than 21,000 citizens. There are more than 30,000 students on the UK campus alone.

FIRST THINGS FIRST

In any situation where a police response will be needed, the common-sense approach is to establish a plan. However, the depth and detail of that plan is something that takes a lot of consideration, and often, some trial and error. To begin planning for any type of crowd management, Monroe suggests starting with the basics.

"One of the key things about crowd management is that you know what your event is and what the situation is, because each one requires a different angle for how you plan for them," he said. "If you're planning for a planned riot — which we deal with quite often here in Lexington because of sporting successes — those are approached a little differently than a football game or some other large-scale event. Each one takes a little different planning and preparation."

When planning for crowds at a scheduled event, Monroe said, agencies typically have plenty of time to plan, identify your resources and gather the information needed before the event commences. However, an unanticipated incident can be sparked spontaneously at any time or place, including a pre-planned event. The impulsiveness of incident response, said Monroe, is where many agencies find themselves unprepared and ill-equipped. While you may not be able to plan for the exact details of what could happen in your community, it is possible to have a flexible plan for what to do when responding to any type of incident that draws a large, and possibly unruly, crowd.

"An incident can often happen very quickly and can be chaotic until you get things under control," Monroe said. "You need an incident action plan. We prepare all of our events in [FEMA's National Incident Management System's Incident Command System], so we have a structure already in place. We can take these forms and very quickly transition them into an incident plan."

Using the NIMS ICS format, Monroe said, law enforcement agencies across the country have adopted the easy-to-use approach for all sizes of local events.

PREPARE YOUR PEOPLE

Once you have identified the needed crowd response, knowing who is going to respond and preparing your officers, community partners and local stakeholders to ensure a unified response is crucial to a positive outcome, Monroe said.

"It is critical to have a good organizational structure in place so there is no question about who is in charge or have any kind of communication breakdown," he said. >>

PHOTO BY JIM ROBERTSON

▶ University of Kentucky Police Chief Joe Monroe has travelled the country teaching others the ins and outs of crowd management. Monroe has spent the past 24 years in law enforcement; the last six years as UK's chief. Developing an effective and efficient plan for crowd management has become a passion for Monroe, whose agency handles more than 1,500 events each year with thousands of students, fans and staff.

Crowd Management

>> For example, on any given football game day, Monroe said the university has established a unified command center, which includes UK police officers, the FBI Joint Terrorism Task Force, the UK fire marshal, athletics department representatives, members of the Fayette County Sheriff's Office, Lexington Police traffic engineers, UK dispatchers, Lexington Fire Department members and UK Emergency Medical Services — all in one room together.

That doesn't include the multitude of officers who are on foot at the crowd level.

"Staffing is critical," Monroe said. "We try to plan for one officer per 1,000 people for different events. At some events, depending on the risk, we may bump that down to one per 250 attendees. When you start thinking about staffing, you have to make sure individuals know what their responsibilities are at their specific sites. A lot of times you need to have post-specific information."

Each officer at UK carries a pocket-sized response plan prepared specifically for the event or incident to which they are responding. It details needs as specific as positioning cones for traffic management, Monroe said.

"It's pretty cut and dry what your responsibility is," he said. "That has really helped us a lot when we began using outside agencies like Nicholasville, Paris and Georgetown's police departments on a regular basis to help with football games. So, everyone knowing their responsibilities is really important for that."

It is also important to plan that everyone has the appropriate equipment necessary — and that they have the training and knowledge to use it before it becomes necessary.

"Have you trained your department to do mass arrests?" Monroe asked. "Agencies need to have a specific process in place to get people in and out quickly. You need to make sure your folks have all the equipment they need. When we do crowd management, we all have helmets, chest protectors, forearm protectors, shin guards — all those things are critical. Then, of course, there is the use of less lethal [weapons] that is critical. They can help you or hurt you. You have to have somebody who is responsible enough and disciplined enough if you have to start using chemicals or less lethal weapons who knows what they are doing and don't get lost in the moment."

In an incident scenario that turns riotous, Monroe added, officers have to be disciplined enough to "take the abuse."

"That is one of the things that makes me really proud of our team," he said. "We get out there and train them. We throw stuff at our officers and shoot them with tennis balls to get them ready for objects being thrown at them, as well as being called all these names and antagonized. They do a great job of staying disciplined on a line."

Much of the criticism against Ferguson, Mo., police in their response following the Michael Brown shooting riots stemmed from their excessively-militarized appearance. Monroe emphasized that training and common sense come into play when deciding what equipment and gear your officers need to manage a crowd properly.

"I am not against the military surplus program, but when you start bringing in that kind of military equipment, it gives the appearance and perception of a battle zone. You really want to try to stay away from that. But, you can't go in with no protective equipment when your officers are getting hit with bricks, street signs and bottles. I got hit in the head once with a big Jack Daniels bottle during a riot, but I had a helmet on. That's why it's really important to make sure you have proper equipment, and that you understand crowd dynamics and how to develop your tactics."

PLANNING FOR THE PLAN TO FAIL

Life happens every second, and no matter how well you plan, failing to allow for contingencies could lead to a sticky situation. There are some things you just can't plan for, like a drone flying into the middle of a crowded football stadium and crashing just before kickoff, Monroe said with a laugh.

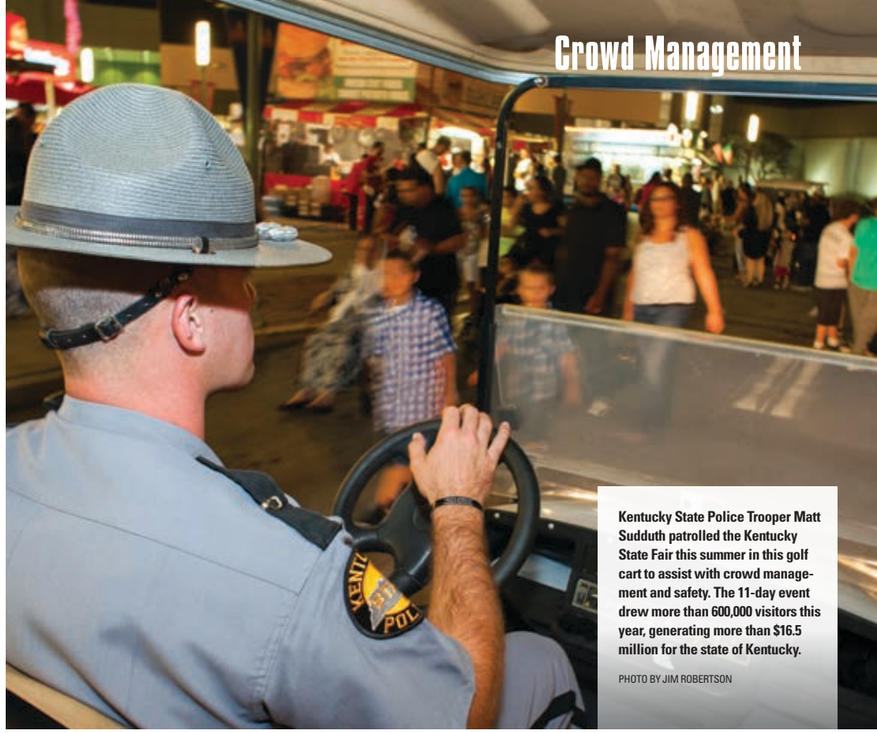
"You have to have contingency plans in place for worst case scenarios," he >>

▼ **University of Kentucky Police Chief Joe Monroe said during UK football games the police department has established a command center which includes UK police officers, FBI Joint Terrorism Task Force, UK fire marshal, athletics department representatives, members of the Fayette County Sheriff's Office, Lexington Police traffic engineers, UK dispatchers, Lexington Fire Department members and UK Emergency Medical Services. Having everyone in the room together means better communication and a quicker response. Tailgating at University of Kentucky football games may be a bigger event to some than the game itself. Seas of blue crowd the areas around the stadium for hours leading up to the game — and then there's the vehicle traffic. UK Police Chief Joe Monroe said having a plan, as well as contingencies for that plan, is essential to ensuring the safety and enjoyment of large crowds.**

PHOTOS BY JIM ROBERTSON

University of Kentucky Police Chief Joe Monroe said partnerships with local stakeholders, such as the fire department, EMS and city management, are essential when it comes to an effective traffic management plan.

PHOTO BY JIM ROBERTSON



Kentucky State Police Trooper Matt Sudduth patrolled the Kentucky State Fair this summer in this golf cart to assist with crowd management and safety. The 11-day event drew more than 600,000 visitors this year, generating more than $16.5 million for the state of Kentucky.

PHOTO BY JIM ROBERTSON

About 1,200 zombies led by six Michael Jackson impersonators crawled the streets of Lexington in October for the city's annual 'Thriller' parade. Organizers estimated another 15,000 crowded the sidewalks and streets to watch the Main Street performance. The event only lasts a few hours, but brings its own set of challenges with traffic management and crowd safety after dark. (photo above and here)

PHOTO BY JIM ROBERTSON

For more than 30 years, the Cathedral of Christ the King in Lexington has hosted Oktoberfest, a fall festival with a variety of games, musical entertainment, German food and beer. The event draws thousands each year to the church, prompting a police response to help maintain safety and security.

PHOTO BY JIM ROBERTSON

>> continued. "Structural failures, drone attacks — you still have to weigh that against the other things you would be dealing with on a normal game day and try to stay ahead of it."

When the couch-burning phenomenon began in Lexington to celebrate UK men's basketball victories, Monroe said his agency began to handle these "happy riots" pre-emptively by going on couch patrol, so to speak, along with code enforcement personnel to remove couches from front yards and off porches on game day to prevent the celebrations from getting out of hand.

"It is critical with planning to consider what potential hazards and threats you may have, and to develop mitigation strategies against them," Monroe said. "It lessens your chances of being vulnerable to that type of situation. The number one thing that always breaks down repeatedly is communication. You have to flesh these things out ahead of time."

Ensuring your communication plan is operational can be a critical part of traffic management that comes into play with large crowds.

"Having a multi-agency communication center helps us with transportation from all these remote lots and integrating into traffic management," Monroe said. "With so many events going on, it is critical to have some central point where we can share information as needed. That's a relatively new concept that I have been teaching around the country, and it has worked really well.

"Traffic management is critical, especially when you are going to have a large influx of vehicles — whether you're talking about the Luke Bryan concert fiasco or even with riots — you have to have a traffic management plan to keep vehicles away from areas that are flooded with pedestrians," Monroe continued. "It takes a lot of coordination. It is really important to have all those partnerships in place to make sure you're successful."

Many agencies make the mistake of having a one-to-two page plan for crowd management, and Monroe emphasized that it truly is not enough. Community safety is a top priority, but it is also about protecting your agency, he said.

"You have to have in-depth planning and put it on paper. It is going to help protect you in a lawsuit down the road if something transitions from an event to an incident. You have to make sure you have your processes in place."

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A tradition nearly as old as Kentucky, Court Days in Mount Sterling has been drawing crowds since 1794 with about 1,500 vendors and more than 200,000 visitors during the four-day event. Guns and knives historically have been among the top items traded and sold along with antiques and lots of food. The massive crowd is challenge enough for local police in a city whose population is normally a little more than 7,000. The number of weapons lining the street demands a higher level of law enforcement security.

PHOTO BY JIM ROBERTSON

arrested DEVELOPMENTS

Safeguarding the children of arrested parents develops positive relationships for the future

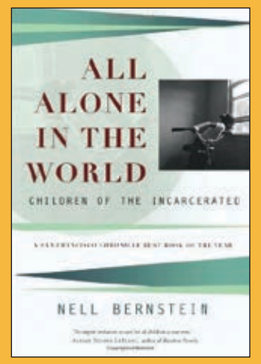
ABBIE DARST | PROGRAM COORDINATOR

PHOTO BY JIM ROBERTSON

Arrested Developments

One minute 9-year-old Ricky is sitting in his mother's small apartment trying to figure out his math homework, distracted by his baby brother crawling across the kitchen floor, cackling as he chases the cat's tail. Suddenly, the room erupts in chaos as police burst through the door. Shouts and screams assault his ears; mayhem overwhelms his senses. Everything seems to be moving so fast. In the turmoil of the moment, Ricky watches without comprehension as his mother is handcuffed, carted out the door and thrust into a waiting cruiser. Rotating lights flash in his eyes. His brother's cries ring in his ears. And just as quickly as the tiny room was breached, the apartment is left empty. The lights and sirens fade into the distance, and Ricky stands in the doorway, cradling his baby brother — alone.

Alone — Ricky did what he could to take care of himself and his brother, less than a year old. At 9 years old, he cooked for them. He changed diapers. He blistered his hand taking toast from the toaster, but he felt he was coping. Ricky knew the routine and thought if he could keep up the day-to-day schedule, they'd be OK. Since his mom took them for walks each afternoon, he continued to push his baby brother in a stroller down the sidewalk every day for two weeks. Finally a neighbor took notice of Ricky and his brother — alone.



Unfortunately, heartbreaking tragedies like Ricky's occur all too often across the country. Multiple, similar scenarios — all compelling, devastating and true — are profiled by Nell Bernstein in "All Alone in the World: Children of the Incarcerated." ■

"For many children, a parent's arrest is the moment when their invisibility is made visible," Nell Bernstein said. "It is made clear to them just how easily they may be overlooked within the systems and institutions that come to claim their parents. With appalling regularity, young people have described … being left to fend for themselves in empty apartments for weeks or even months in the wake of a parent's arrest.

"In most cases, these children were not present when their parent was arrested; they simply came home from school to find their parent gone and were left to draw their own conclusions," she continued. "But some children told me of watching police handcuff and remove a parent — the only adult in the house — and simply leave them behind."

As the number of incarcerated parents — particularly mothers — rises, law enforcement faces the adverse impact of these soaring rates on the children left behind. According to Pew Research Center, one out of 28 children in the U.S. now has a parent behind bars, compared to one out of every 125 just 25 years ago. The Center for Disease Control now categorizes parental incarceration among the adverse childhood experiences that increase the risk of negative outcomes in adulthood including alcoholism, depression, illegal drug use, domestic violence, health-related problems and suicide.

Additionally, according to CDC research, after the arrest of a parent, children may experience sleep disruptions, separation anxiety, irritability and post-traumatic reactions leading to problems with authority figures. Depending on the age of the children and their relationships with the parent, children experience shock, immense fear, anxiety and anger toward the arresting officers or law enforcement in general.

Law enforcement agencies are beginning to realize the negative implications of these experiences on children. Most likely, it is one of their first interactions with law enforcement, leading them to form opinions toward uniformed officers they internalize throughout their lives.

"While often overlooked, the image of police developed by children during these encounters can have long-lasting effects on their overall views of law enforcement and their future willingness to cooperate with police and to abide with the law," according to Yousry Zakhary, president of the International Association of Chiefs of Police.

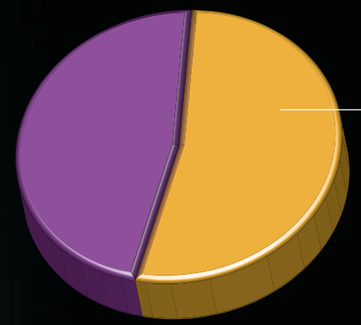
When officers take time to attend to the needs of children in parental-arrest situations, the kindness and assistance shown creates a lasting impression, even on very young children.

"Treating a child with compassion and thoughtfulness is not only the proper thing to do, it also is a hallmark of good policing that can have long-term positive benefits for the child and the community," states an IACP Concepts and Issues Paper released in 2014.

Being aware of and attentive to the needs of children in these situations is consistent with law enforcement's commitment to community service and the principles of community policing, problem solving and conflict resolution, according to IACP recommendations. Across the nation, and particularly in Kentucky, agencies have focused on early intervention in the >>

THE SCOPE OF THE ISSUE

Over a mere 16-year span, from 1991 to 2007, the number of incarcerated mothers in the United States increased 122 percent. Similarly, the number of incarcerated fathers rose 76 percent. As of 2010, an estimated 809,800 prisoners of the 1,518,535 held in the nation's prisons were parents of minor children.



809,800 prisoners of the 1,518,535 held in the nation's prisons were parents of minor children.

PHOTO BY JIM ROBERTSON


PHOTO BY JIM ROBERTSON

>> lives of children as part of an overall strategy to prevent crime and violence. Through specialized programs like the Lexington Police Department's partnership with the NAACP, police agencies have made efforts to create a positive rapport with young children, hopefully eradicating negative perceptions and creating trust.

CHANGING THE APPROACH

Unfortunately, few law enforcement agencies — including those in Kentucky — offer guidelines or training to specifically address actions that should be taken to reduce a child's trauma following the arrest of a parent.

"There is a gap that needs to be identified in how to best protect these kids who come in contact with our police department," explained Bellevue Police Chief Wayne Turner. "I looked at our policies and couldn't find a specific example addressing the issue.

"We all agree that the police department doesn't have the resources, or even the facilities, to be short-term custodians or care givers for small children," he continued. "But we do have a gap in traditional resources dealing with an immediate outcome of providing care for those children taken into our custody."

Bellevue is not alone in recognizing a needs gap in this area. Nearly all Kentucky agencies surveyed did not have a specific policy regarding an officer's role in addressing the needs of children left behind when their only caregiver is arrested, but most acknowledged the need for immediate attention.

On the other hand, several eastern Kentucky agencies have implemented effective plans to address the needs of children in these situations, even if it is not part of a formal policy. For instance, McKee Police Chief Jonathon Sizemore has partnered with a local business who supplies the department with stuffed animals.

"If a parent or guardian is being taken into custody, we try to remove the children to an area where they cannot see the adults interacting, let them pick a stuffed animal and an officer stays and plays with the children," Sizemore said. "We work diligently to make sure children have a positive encounter with law enforcement in hopes of fostering a relationship to the point that the children know we are there to help and not to fear law enforcement."

Though this is not a formal procedure or written policy for McKee, the actions are in line with recommendations from IACP in the model policy released in July 2014. (See p. 39)

Likewise, Jenkins Police Department officers are trained to take the extra steps necessary to protect children present at the time of arrest.

"We explain to the children why we are doing what we are doing and explain to them that mommy and or daddy have made a mistake and must face the consequences, just like they have to when they make a mistake," Jenkins Chief James Stephens said. "We also explain to them that they still must have love and respect for mommy and daddy, just like mommy and daddy do for them when they make a mistake."

Stephens said situations like these are common in his community, particularly in housing projects, where there may be four or five children to deal with during a parent's arrest.

"We try to keep the children in their own home as much as possible, and we contact social services while an officer stays with them," Stephens explained. "We usually get books and stickers to give them, or we take them to the car and show them the lights. We just talk to them, and sometimes give them a ride around the neighborhood and show them how everything works, to keep them at ease.

In situations when the child is not at home — as an arrest during a traffic stop — officers often take children to the fire house to show them around until appropriate arrangements can be made, Stephens added.

"They have a ton of fire-prevention stuff, and every kid loves a fire hat," Stephens said.

PARTNERSHIPS AND CHALLENGES

Obviously, these situations are not solely the responsibility of law enforcement >>

HOW TO EXPLAIN A PARENT'S ARREST TO A CHILD

PRESCHOOL—AGES 4 TO 5

CHILD'S PERCEPTION OF ARREST

Fear of separation and loss of parent protection:

- Unable to psychologically separate harm to parent from harm to self.
- May cling to parent to avoid separation.

Very anxious that parent will be hurt:

- May view a police officer as an action figure who can help, hurt, or take them away.
- May believe his/her behavior or wishes caused a parent's arrest.

WHAT TO SAY

Speak to the child so that your eyes are level with the child's.

Clarify basic facts in simple language:

- Why the police are there.
- What the police are going to do:
  - *"I have to take your parent to the police station to talk about some things."*
  - *"I've called your grandmother and she's on the way over to be with you."*
- Reassure children it is not their fault.
- Do not make promises you cannot keep (i.e. "I will come back to check on you" unless you know you will).

HOW CHILDREN MIGHT REACT AND HOW YOU SHOULD RESPOND

- Where possible, avoid use of force on parents in presence of child and avoid cuffing the parents in the presence of child.
- Avoid pointing guns at child.
- Try to distract the child.
  - Offer a stuffed animal or a sweater/scarf of the parent to comfort the child.
- Anticipate that if you do use force, the child's reaction will be extreme:
  - Try to protect parent or hit officer.
  - Zone out or be non-reactive.

WHEN ARREST IS RAID OR DV

RAID

- Element of surprise may be necessary for effective law enforcement, but will escalate children's reactions.
- Try to ascertain ahead of time if children are present. If possible, have them removed to a safe place prior to raid.

DV

- While you may perceive yourself as the rescuer of the abused parent, the child may only perceive you as someone using force as the abuser did and not see the difference.
- If the child had any positive connection to the batterer parent, the child may view you as harming their batterer parent.

Strategies for Youth
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Arrested Developments

>> agencies. Officers often partner with child welfare services and other organizations responsible for safeguarding a child from harm, particularly in stressful situations like parental arrest.

Formal partnerships and agreements between law enforcement agencies and child welfare organizations often include cross training between the entities, defining responsibilities in various scenarios.

"Without cross training and a procedure for the coordination of services between law enforcement and CWS, as well as other partner organizations, the needs of the child may be inadequately or only sporadically met," IACP's paper explains.

"Mutual understanding of the legal and operational roles and responsibilities of partner organizations such as CWS and law enforcement agencies are essential to building trust, understanding and a collaborative working partnership," IACP continues. "Training and education of law enforcement officers most often are geared toward conflict resolution and peacekeeping. Officers may not fully understand or appreciate the need for and role of social-service organizations. By the same token, the education of social service professionals does not necessarily provide them an understanding and appreciation for the many, varied, difficult and sometimes dangerous encounters law enforcement officers face on a routine basis."

Understanding an officer's legal responsibility in these situations also presents a major obstacle.

"Unfortunately, federal courts are unsettled when it comes to when and under what circumstances a law enforcement officer has the responsibility for the safety of minors at the time of a guardian's arrest," said policy experts Marilyn Moses and Cathy Girouard in "Written Policies for Responding to Children After a Parent or Caretaker is Arrested."

Additionally, officers often are confronted with overlapping challenges. By their very nature, arrests can create chaotic situations. Efforts to reduce the trauma on children cannot always take precedent. Armed suspects, for instance, must be restrained before officers can turn their attentions to children in an apartment.

"Ensuring the well-being of the children, while maintaining the integrity of the arrest and officer safety," IACP's Zakhary emphasized, "has become the challenge law enforcement must conquer." ■

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Bears on Patrol is a cooperative effort between Kosair Charities and law enforcement agencies to provide patrol cars with teddy bears and other stuffed animals. The stuffed animals are used by officers throughout Kentucky to comfort young children exposed to traumatic situations. In Madison County, PartnerCorps STEM, an AmeriCorps program that works within the Madison County and Berea Independent School systems, provided over 125 stuffed animals to law enforcement recruits at The Department of Criminal Justice Training in November. More than 5,000 bears have been distributed throughout the state to law enforcement officers. For more information regarding this project, contact Karen Ernspiker at (502) 637-7696 or email her at kernspiker@kosair.org. ■

PHOTOS BY JIM ROBERTSON

MODEL POLICY AT A GLANCE

The following is an overview of IACP's Model Policy. The entire document can be viewed online.

A model policy created recently by IACP focuses on a multi-tiered approach to effectively handling parental-arrest situations while minimizing child trauma and safeguarding them from adverse reactions that can scar them for life — and in turn protect the perception and reputation of local law enforcement officers in the eyes of their communities.

Chief executive responsibilities
The agency executive is responsible for coordinating the cooperative agreements with child welfare services and other local partners, holding regular meetings, providing officers with a list of partnering agencies and their contact information, and training both officers and the CWS staff and other partners.

Pre-arrest planning
This step involves the emergency communications center call takers, who should determine if a child is present at the scene and notify responding officers. It also involves planning for arrest or search warrant service, determining if children are present and, if plausible, delaying arrest until children are likely not to be present, as well as planning for a translator if necessary.

Making an arrest
This section directs officers to ask the arrestee about children who will need to be cared for, understanding parents may be reluctant to disclose the presence of children for fear they will lose custody of them. Specific directives are outlined for situations where the child is present and if the child is not present at the time of arrest. It is imperative that officers verify arrangements or allow parents to make arrangements for the care and/or pick up of their children, when possible.

Determining appropriate placement of a child
Children should be placed with another parent if that individual is capable of assuming responsibility. If no other parent is available, the parent should be given the opportunity to select and contact a caregiver, who should undergo a background check and a CWS check. Only in the absence of a suitable care giver, the child should be taken into custody of CWS or another partner organization.

Interacting with a child
When possible, parents should be allowed to reassure the child and explain what's happening. It should be emphasized that the child has done nothing wrong. Parents should be asked about comforting items the child should have, such as blankets, toys or pictures, and about any medical conditions or treatments the child has or needs.

Booking
The booking officers should ask the arrestee if he or she is responsible for a child and provide the opportunity for the parent to make arrangements if they have not already done so.

Follow-up
Follow-up with the child to ensure continued safety and wellbeing is imperative. This can be done by the arresting officer or partner organization.

Documentation
When an arrest is made, the existence of a child, whether they were present or not, must be noted in the arrest report. Documentation should include biographical information on the child, special needs or medical conditions, identities and addresses of potential caregivers, names of representatives from partner organizations, school contact information and any observations that suggest need for further investigation into the child's living conditions or general wellbeing. ■

◀ **Follow this QR code with your smart device or go to this link (http://www.theiacp.org/Portals/0/documents/IACPSafeguardingChildrenofArrestedParentsModelPolicy.docx) to access the full IACP model policy for handling parental-arrest situations.**

THE HAZARDS OF HAZARDOUS DUTY

The hazards of hazardous duty are burdensome and varied. Far too many officers find themselves fighting a battle with their own mental health after years on the job. Unfortunately, depression, stress, anxiety and sometimes suicide are an ever-present concern when those battles become too hard to bear. But there is hope in even the most hopeless of circumstances.

KELLY FOREMAN | PROGRAM COORDINATOR

It's OK to Not be OK

KELLY FOREMAN | PROGRAM COORDINATOR

His uniform was crisp, his chest full of honors. His persistent work, compassion and empathy for victims made him the kind of officer who was especially good at bringing the miscreants who tormented his city to justice. Retirement crept closer, but David couldn't picture himself doing anything but closing the next case. He brushed aside the notion that the stress he felt shift after shift wasn't fading with time as well as it once did.

He had a reputation among his brothers in blue for being a man of steel. After nine years in the detective unit, he had interrogated the worst scum and witnessed appalling tragedies. But he pressed on, and the smile on his face with the children he often worked with was warm and comfortable.

Until Clara died.

A petite and fragile girl, 3-year-old Clara was spirited, and her matted brown curls and dirty face revealed signs of her difficult life. The child of addicts, Clara had captured David's attention when her mother was arrested for trafficking and again after a domestic call when her father's drunken rage had turned ugly.

But when faced with her lifeless body, the rage and turmoil from his inability to save her from the dangers of her own family were too much. As he worked her murder, a sense of hopelessness settled in along with the feeling that his work was meaningless. At night, he began swallowing his anxiety with the booze and sleeping pills that helped wipe her face from the darkness of his mind. He awoke each day a little more apathetic and despondent than the day before.

In passing at work, David mentioned to a co-worker that he just wanted out. Seeing the change in David's behavior, his supervisor suggested he take some time off to recoup. So he did. And alone with his thoughts in the quiet, his inhibitions lowered by an alarming level of whiskey, he took another swig, swallowed the barrel of his Glock and ended his pain.

DID YOU SEE THE SIGNS?

The truth is, none of us are made of steel. The hazards of this career are burdensome and varied. Far too many officers find themselves where David did, and you never know when the other shoe will drop. What we do know is that suicide is the most preventable form of law enforcement death, and there can be hope in even the most hopeless of circumstances.

Much research has been done about law enforcement suicide, and the conclusion for many is that the answer lies in identifying the mental health issues an officer faces long before the threat of self-killing becomes the final solution.

"The challenge is the race between education and tragedy," said Dr. Darren Sroufe, retired Indiana police sergeant, chaplain, and law enforcement suicide prevention trainer. "It is getting out there that suicide is a problem in law enforcement. Our rates are almost double what they are in the general population. It's astronomical. We have more officers killing themselves than perps killing us. So who is the enemy? That's where we have to take an inward look."

Sroufe and Pasco County (Florida) Sheriff's Capt. James Steffens recently taught a Training of Trainers course at Kentucky's Department of Criminal Justice Training as part of the In Harm's Way Law Enforcement Suicide prevention program. The two focused on the manifestations of stress in policing, risk factors, warning signs and the stigma that has long shrouded the topic of mental health and suicide.

"We do all this training," Steffens said. "We wear body armor, learn defensive tactics — we do all this training to save our lives out there on the street from the evil guy or gal, but we don't do anything to save ourselves personally or to save one of our own. This is where it needs to come from — from the heart. It needs to be built into a training program that we are doing just as much to save officers from themselves as we are from outside forces."

MENTAL HEALTH CHECKUP

No one questions the vital role of good physical health in law enforcement. Few, either, would argue the hazards of hazardous duty involve a toll on any officer's emotional wellbeing. It is for that reason alone that the creators of the Badge of Life program focus their suicide prevention mission on getting help *before* you need it.

"The idea behind the annual mental health check is not that 'something is wrong,'" the BOL website states. "It's a matter of taking charge of your own personal health — your emotional wellbeing."

Badge of Life Founder and Director Andy O'Hara, and BOL Advisor Dr. John Violanti's research on law enforcement suicide has revealed that nationally, between 125 and 150 officers take their own lives each year. Of those, the officers' average age was 42, and most had spent an average of 16 years in law enforcement.

"The underlying problem is not suicides, however — it's mental health," the BOL annual police mental health check materials state. "For every police suicide, there are about 1,000 police officers suffering from some symptoms of post-traumatic stress. That's about 15 to 18 percent of the almost 900,000 officers we currently have >>

◀ **The Badge of Life is a website devoted to the psychological survival of police officers. The website is organized by a board of directors who are both active and retired police officers, medical professionals and surviving families of law enforcement suicide from across the U.S. and Canada.**

IN HARM'S WAY: LAW ENFORCEMENT SUICIDE PREVENTION TOOLKIT

In Harm's Way, a federally-funded program, offers training seminars and workshops nationally on suicide prevention. This webpage offers resources, reproducible materials, articles with varying viewpoints, statistics and opinions from which readers can form their own conclusions on the magnitude of the law enforcement suicide problem, its causes and the best approaches to finding a solution. Statistics are skewed because agencies are not required to catalog and report suicide cases and, therefore, frequently they do not record suicides as such. Those law enforcement suicide statistics that appear to be most valid are found in John M. Violanti, Ph.D., "Police Suicide: Epidemic in Blue," and Andy O'Hara, "Badge of Life, Tracking Police Suicides" 2008, 2009.

Scan this QR code with your smart device to visit the Law Enforcement Suicide Prevention Toolkit. You can research cutting-edge articles on the issue of law enforcement suicide. PowerPoint presentations, model policies and procedures, best practices, research and recommendations are included. Please browse through this information frequently to learn more about how to develop a strong program within your agency. ■

◀ For more about post-traumatic stress, see the Spring 2014 Kentucky Law Enforcement magazine here: https://docjt.ky.gov/Magazines/Issue%2049/index.html)

>> employed across the U.S. Again, the problem is not the suicides themselves — it's the underlying issue of mental health."

Developed in 2006, the annual mental-health check process suggested by BOL should be completed in the same vein as any regular physical or dental exam, and is something that should be encouraged by any agency's leadership. While the emotional wellbeing of officers in and of itself is reason enough, BOL also notes that officers who are taking care of their mental health will have less sick leave, fewer complaints, lower risk of injury and a reduced chance of alcoholism and substance abuse issues.

"The purpose of the annual proactive mental health check is to look over the past year, see what has been working well, see what can be enhanced and identify what has not been working so well," the BOL website states. "It's as simple as that. There doesn't need to be a 'problem' to go in for an annual check. It can be accomplished in one visit, or it may take more — this is up to the individual."

BOL identifies three rules that make the mental health check program work. First, while seeing a counselor or psychologist can be encouraged, it must be totally voluntary on the part of the officer. Mandating that officers talk to someone simply doesn't work, according to BOL. Second, the visit must be completely confidential. Third, officers should choose the therapist they speak with through the agency's Employee Assistance Program, a department psychologist or someone outside the field.

"As we go into the 21st century, we need new answers to old problems — in this case, the mental health of those working in one of the most toxic, caustic jobs in the world," the BOL site states. "The concept of an annual mental health check is one of those answers."

CONNECT THE DOTS

An annual mental health check is a great idea for those who pursue it. But what about the other 364 days of the year? Maintaining consistent mental health, particularly after dealing with trauma, is something that has to be worked on regularly, just like brushing your teeth or going to the gym after work.

Kentucky State Police Employee Assistance Program Psychologist Dr. Chuck Biebel, said the key to daily mental health is connectedness.

"Connectedness and social support is huge," he said. "With the way morale is in policing today, and just the condition of our society as a whole, I think the [suicide epidemic] is something that really can get worse."

Years ago, Biebel said, everyone worked together, raised families together, hunted together and life was a communal project.

"Fast forward today and people have 3,000-square-foot houses with two people living in them," he said. "When you become depressed, it has a biological foundation from 10,000 years ago. If you got separated from the pack or were no longer in a position in the tribe, you just thought about yourself. We turn inwardly, just think about ourselves and fixate. When people are depressed, isolation exacerbates that. It is really important, to me, if leadership is looking at what they can do to help their officers, to look at it from a familial standpoint where these people are members of my police family.

"When you have someone who is divorced, doesn't have a family or you have information that they are isolating themselves, bring them into your family," Biebel continued. "Bring them into your home and encourage them. Ask your officers to start looking out for each other. Having that connectedness is so important."

There are so many ways officers can connect outside their department walls as well. They can volunteer, join a club, get involved in a church, or join a support group for specific needs, such as Celebrate Recovery, Alcoholics Anonymous or similar programs, for example.

"People who volunteer have the best outcomes with their pain," Biebel said. "Even though they might be suffering, extending the effort to volunteer at a soup kitchen, serve at a church or a nursing home — even if it is just for an hour twice a week, it helps so much to do that and contributes to the feeling of having a purpose. That's a big one. It's part of a mindset.

"So many guys and gals get caught up in, 'Oh, I have to go deal with these knuckleheads again,' and they're really focusing on themselves," Biebel said. "Focus more on how lucky you are to have a job where you can really get out there and help. In your position, look for the opportunities to really help people and realize that it's not all about you. I think that's really key."

Kelly Foreman can be reached at kelly.foreman@ky.gov or (859) 622-8552.

COPING TIPS

Life can be overwhelming on the good days. It doesn't take much for a bad day to become the last straw when your stress level is high and your mental health is already stretched thin. On those days, however, take a few deep breaths and consider these tips for helping you cope.

- **Cherish your family**
- **Congratulate yourself on victories**
- **Create an outside hobby**
- **Celebrate the good things in life**
- **Eat healthy and exercise regularly**
- **Remember your priorities in life**

Remember, having a bad day does not mean you have a bad life. Make a choice to shift your focus back to the things in life that really matter to you and separate yourself from the job and its unique and powerful stressors. ■

A look at the supervisor's role in mental health

KELLY FOREMAN | PROGRAM COORDINATOR

"What can we do as leaders to create a culture where we can talk about police suicide and it be acceptable?" asked James Steffens, In Harm's Way trainer and Pasco County (Fla.) Sheriff's captain. "Compassion is what we're talking about here. Care and concern."

There's a good chance most supervisors care about their people, or they wouldn't be in this line of work. However, suspecting something may be wrong with a co-worker or subordinate and knowing what to do about it may not come easily to everyone.

As part of the In Harm's Way training, Steffens and Dr. Darren Sroufe, retired Indiana police sergeant, chaplain, and law enforcement suicide prevention trainer presented information recently at Kentucky's Department of Criminal Justice Training's Training of Trainers about how leaders can enhance the organizational culture so seeking help is seen as a sign of strength and maturity.

"The best way you can make a difference is by being present and showing you care," Sroufe said. "We realize we're human. We're dealing with one of our own. They're human. Let's treat them as human, and we can make a difference here."

Sroufe and Steffens offered the following tips for leaders helping to build a culture of trust and compassion:

- Promote on-going communication at and between all levels of the agency.
- Offer support, both formally and informally. Recognize officers' problems and be willing to effectively deal with those problems.
- Ensure your employees feel they will be given assistance and support when they bring a problem forward.
- Temper the need for firm management with an appropriate level of compassion and commitment to personnel.

Accept that the fight for emotional wellbeing in this career field is real and important, said Dr. Chuck Biebel, Kentucky State Police Employee Assistance Program psychologist.

"I think we, as officers, are pretty normal coming in [to this career]," he said. "I don't think there's anything genetically inherent in our brain chemistry that leads >>

HELP IS CLOSER THAN YOU THINK

If you are in crisis, don't wait for things to get worse. Get help now. The following link will connect you with a listing of **Kentucky's 24-hour crisis lines** for your local community mental health centers and adult state-operated or state-contracted psychiatric hospitals. The resources are listed alphabetically by county so you can locate the crisis line nearest you.

PLEASE NOTE: If you think you may have a medical or life-threatening behavioral health emergency, or your condition becomes life threatening, please call 911, or go to the nearest hospital immediately. For all other behavioral health crises, please call the 24-hour crisis number listed for your county.

Scan this QR code with your smart device or go to this link: http://dbhdid.ky.gov/crisisnos.aspx ■

>> us to be pre-disposed to mental health issues. I think it's just the experiences we have. The pain we see in people, the suffering — everything from domestic violence to children killed in car accidents that we're exposed to on an ongoing basis — it's very difficult, and can really lead to some depression."

As a leader, being cognizant of what your officers are being exposed to is critical. Consider position rotations when someone has been working in an area too long and you see it taking a toll. Familiarize yourself with the risk factors and warning signs of mental-health issues, and pay attention to officers you know are at risk. Don't believe the myth that asking someone if they're considering suicide plants the idea in their mind, Biebel said.

"Ask the question if you suspect it," he said. "The most important thing is just coming right out and saying, 'Are you considering killing yourself?' It's better to be very direct."

The bottom line? The In Harm's Way training materials suggest being prepared for a mental health crisis — or suicide — within your agency. Know your people and recognize, as a leader, you are the critical link during times of crisis.

"It is so important that we have strong relationships," Biebel said. "It's socially acceptable for women to have girlfriends, but I think there is still a stigma that says guys don't need that, that we are supposed to be strong. Men really need those connections, too. I think for supervisors to encourage that and help facilitate connectedness, that's the biggest thing I see right now.

"We talk about how tight knit we are in law enforcement, that we are a big family," Biebel continued. "This is where we need to walk the walk and really be that family, and look out for each other. I think that's so important as a supervisor, to know your officers and what's going on in their world."

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Using the Buddy Card

This card was designed to be wallet-sized information that could be printed by any department with local emergency telephone numbers in the open space. The cards are a part of the In Harm's Way suicide prevention toolkit. They recommend printing cards for every sworn and non-sworn member of any agency so that in times of crisis, the information is readily available and reinforces the message that there is help available.

◀ Follow this QR code with your smart device to access the Buddy Card, or go to: *http://cop.spcollege.edu/INHARMSWAYResourceOnline/toolkit/BuddyCard.pdf*

AID LIFE

A – Ask. Do not be afraid to ask, "Are you thinking about hurting yourself?" or "Are you thinking about suicide?"
I – Intervene immediately. Take action. Listen and let the person know he or she is not alone.
D – Don't keep it a secret.

L – Locate help. Seek out a professional, a peer support person, chaplain, friend, family member or supervisor.
I – Involve Command. Supervisors can secure immediate and long-term assistance.
F – Find someone to stay with the person now. Don't leave the person alone.
E – Expedite. Get help now. An at-risk person needs immediate attention from professionals.

Things to Do

Consider the following if you're with a suicidal individual (and not necessarily in this order):

1. Ask permission to secure weapon(s), including backup(s).
2. Immediately contact your Employee Assistance Program (EAP) representative.
3. Identify someone who can provide on-scene support.
4. Do not leave person alone.
5. Assess if your safety is in jeopardy.
6. Assist individual with meeting responsibilities until the situation is stabilized.

When the crisis has stabilized, get debriefed for your own peace of mind!

EMERGENCY TELEPHONE NUMBERS:

It takes courage to ask for help. Be courageous. Seek help.

suicide risk factors

1. Threatens to harm self.
2. Prior suicide attempt(s).
3. Disturbance in sleep/appetite/weight.
4. Thinking is constricted – all or nothing, black or white.
5. Increased risk-taking behavior.
6. Has plan and means for suicide.
7. Emotionless/numb.
8. Angry/agitated.
9. Sad/depressed.
10. Hopeless, not future-oriented; giving away valued possessions.
11. Problems at work/home.
12. Recent loss (status, loved one).
13. Under investigation.
14. Socially isolated/withdrawn.
15. Increased consumption of alcohol/drugs.

◀ Kentucky Community Mental Health Center Crisis Services

IACP National Symposium on Law Enforcement Officer Suicide and Mental Health: BREAKING THE SILENCE on Law Enforcement Suicides

The following is excerpted from the executive summary of the 2014 IACP symposium on law enforcement suicide and mental health report. For the full report, scan this QR code with your smart device or visit, *http://www.theiacp.org/Portals/0/documents/pdfs/Suicide_Project/Officer_Suicide_Report.pdf*

The reality is the law enforcement profession has long perpetuated a stigma attached to mental health that prevents both officers from seeking the necessary treatment and leaders from providing it. Now is the time to remove that stigma and openly address the reality of officer mental-health issues and suicide prevention. Now is the time when law enforcement leaders must identify and deploy the most effective strategies to protect and enhance officers' mental health and fitness.

To address this critical issue, the International Association of Chiefs of Police, in partnership with the Office of Community Oriented Policing Services, U.S. Department of Justice hosted, "Breaking the Silence: A National Symposium on Law Enforcement Officer Suicide and Mental Health" in July 2013.

Participants at the symposium worked together to develop a national strategy to address officer mental wellness and suicide prevention, built on the following four cornerstones: 1) Culture change, 2) Early warning and prevention protocols, 3) Training and 4) Event response protocols.

The participants identified "Agency Action Items" in each of these four cornerstone categories that offer concrete strategies to create healthier, stronger and more productive police departments, including:

- Recruit leaders who care about the mental wellness of their officers and who unequivocally endorse physical and mental wellness parity as critical to a resilient and healthy police force.
- Recruit and hire resilient officers who have demonstrated a commitment to public service and proven stress management skills.
- Establish and institutionalize effective early warning and intervention protocols to identify and treat at-risk officers, for example, by launching awareness campaigns on what to look for and who to call when officers may be in a mental-health crisis or suffering from clinical anxiety or chronic depression.
- Audit existing psychological services and determine whether they are effective in identifying early warning signs of mental wellness issues, including >>

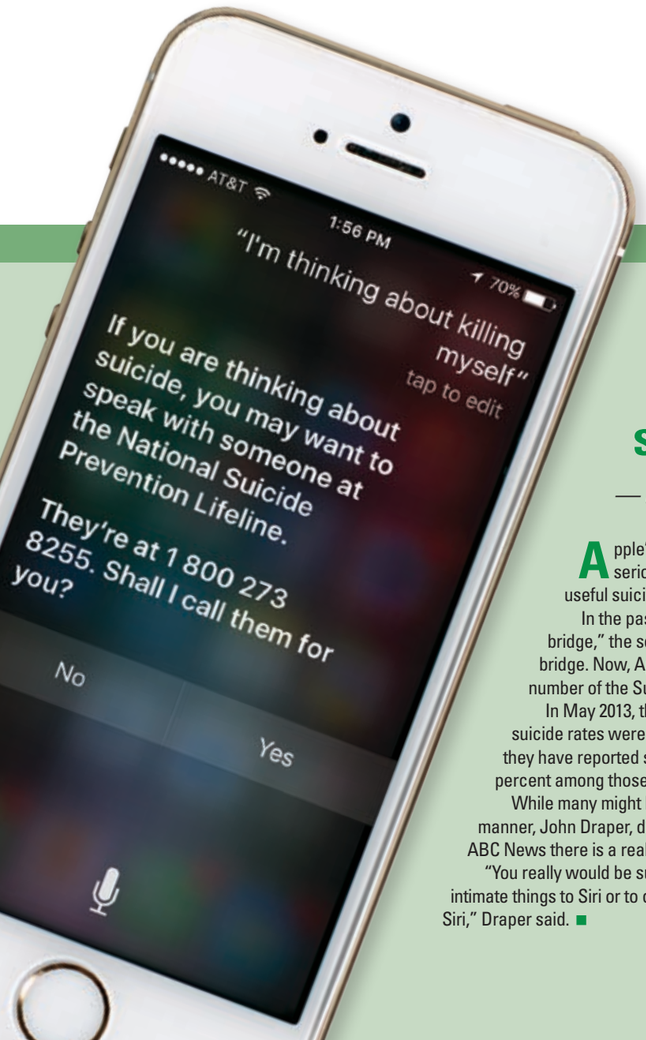
> *It is time for a coordinated, national initiative on this all too-critical issue. It is time to integrate mental health and well being into the mainstream officer safety and wellness continuum.*

>> mental illness and suicidal behavior, and in treating at-risk officers.

- Invest in training agency wide on mental health awareness and stress management.
- Begin mental wellness training at the academy and continue the training throughout officers' careers, with a particular emphasis on first-line supervisors.
- Include family training to reinforce and invest in those critical family connections.
- Establish clear post-event protocols to implement and follow when officers die by suicide.

The strategies outlined in this report are designed as a roadmap for police departments seeking to include officer mental wellness as a core element of officer safety and wellbeing and to mitigate the threat of officer death by suicide.

These strategies are designed to prevent the destructive effects of emotional trauma, mental illness and officer deaths by suicide on a police community; to successfully intervene when officers confront mental health crises, mental illness, or suicidal behavior; and to provide effective event response protocols when an officer dies by suicide in an agency. It is time for a coordinated, national initiative on this all too-critical issue. It is time to integrate mental health and well being into the mainstream officer safety and wellness continuum.



Siri now responds with help for suicidal iPhone users

— Excerpted from ABC News report

Apple's snarky assistant recently has been updated with a helpful, serious feature. Siri now will respond to suicidal statements with useful suicide prevention information.

In the past, if you told Siri "I want to kill myself," or, "I want to jump off a bridge," the service would search the web, or worse, search for the nearest bridge. Now, Apple has directed the assistant to immediately return the phone number of the Suicide Prevention Lifeline.

In May 2013, the Centers for Disease Control and Prevention reported that suicide rates were up in the United States from 1999 to 2010, the last year for which they have reported statistics. The organization found suicide rates increased 28 percent among those 35 to 64 years old during that period.

While many might have said those things to the iPhone's built-in robot in a joking manner, John Draper, director of the National Suicide Prevention Lifeline Network, told ABC News there is a real need for the new answers and assistance.

"You really would be surprised. There are quite a number of people who say very intimate things to Siri or to computers. People who are very isolated tend to converse with Siri," Draper said. ■

AIT

ABBIE DARST |
PROGRAM COORDINATOR

LOSS IN THE COMMUNICATIONS CENTER

THE HUMAN LEVEL

Loss in the Communication Center
This course covers loss and how it affects the dispatcher and the communcations center. The course helps students identify the effects of losing a co-worker due to illness, retirement, termination or by suicide. Students also learn to recogize signs, risk factors and coping methods of dealing with suicide.

In 2016, Loss in the Communications Center will be taught online seven times, beginning the weeks of:

- May 16
- June 20
- August 15
- September 19
- October 17
- November 14
- December 12

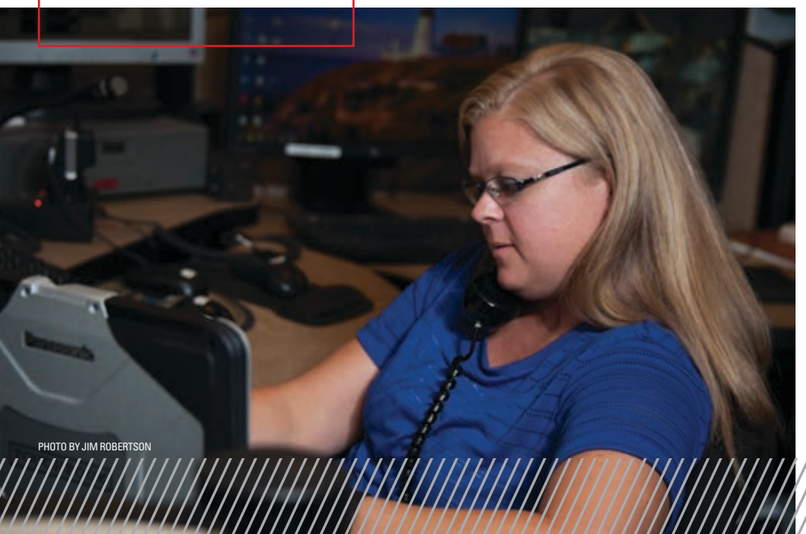


PHOTO BY JIM ROBERTSON

What began as an answer to tragedy, now is teaching Kentucky's dispatch personnel how to recognize signs and risk factors to help prevent future tragedy.

The Loss in the Communications Center course was created partly in response to a Kentucky sheriff who lost his son to suicide. In his determination to keep anyone else from suffering a similar loss, he contacted Department of Criminal Justice Training Director of Training J.R. Brown about crafting a class addressing suicide prevention. The class, aimed specifically at telecommunicators, does not merely address suicide prevention in the lives of telecommunicators, but helps dispatchers recognize the warning signs and risk factors in friends, family and individuals who call into their centers each day, said Monica Pattison, DOCJT Advanced Telecommunications instructor.

"We discuss things that are uncomfortable, but necessary to talk about," Pattison said. "We see it so much in the news now and quite often we don't address the secondary stress that a dispatcher may experience.

"Many dispatchers have listened to someone take their life, heard their last words or their last breath," Pattison continued. "It can be very traumatic for the dispatcher, whether they talked to the individual for a long time or not."

The first block of the eight-hour course focuses primarily on helping dispatchers identify those risk factors and warning signs of suicidal individuals. Factors such as alcohol and drug use, mental illness, family history, job loss, any traumatic or stressful event and, the most common factor, depression.

Beginning with a video called, "I Have a Black Dog; His Name is Depression," the instructors begin to break down what depression is and how it can affect people, Pattison said.

"The video helps people relate to what depression looks like and how hard it is to get out from under it," Pattison explained. "We also offer statistics on who suicidal people are and break down common myths."

In the second block, the class gets to the heart of what dispatchers do and how they can respond with suicide prevention methods.

"We talk about active listening," Pattison said. "Now, we talk about active listening in a lot of dispatch classes because when dispatchers are taking a call, they cannot rely on movements or what the environment looks like, they only have a voice. But in these circumstances, it is critical that dispatchers be good listeners and not just hear words."

When dispatchers are faced with calls where they think the individual may be suicidal, there is a three-step process to most effectively address the situation, Pattison said. First, the telecommunicator should access the situation, knowing it is OK, and beneficial, to use the term suicidal.

"They shouldn't ask, 'Are you thinking of hurting yourself?'" Pattison said. "Because hurting yourself and ending your life are very different things."

Second, the telecommunicator should gather details — do they have a method, do they have the means to carry out that method or is anyone there with them. And third, the telecommunicator needs to build a rapport with the individual.

"They need to use active listening skills and invest in the person to gain his or her trust so he or she will open up," Pattison said. "Most importantly, they need to keep the individual talking."

Along with this portion of the class, they use scenarios to help the dispatcher learn and practice these types of situations.

"We use scenarios to get different points across," said Nehemiah Wilkinson, DOCJT Advanced Telecommunications instructor. "We do not instruct specifically on dealing with a potentially suicidal coworker, but we use scenarios dealing with both a caller and a coworker. We talk about why and how they are different and whether they would treat their coworker differently if they knew this about them."

The next block looks at resources available to dispatchers they can pass along to individuals they think potentially are suicidal. Though some wide-reaching resources are presented, the resources available in each specific area are different. Each class member creates a list of resources in their local area, based on ideas and recommendations from the instructors, and presents his or her list to the class.

The last block steps away from suicide prevention, covering loss in a broader sense and how it affects the dispatcher and the entire communications center. The class identifies the effects of the loss of a coworker due to retirement, taking another job, long-term illness, termination of employment, accidental death, homicide or line-of-duty death. The participants discuss how any of these losses can affect individual employees and the agency, whether for death or non-death circumstances, and how to cope in both situations.

> *We discuss things that are uncomfortable, but necessary to talk about. We see it so much in the news now and quite often we don't address the secondary stress that a dispatcher may experience.*

"We can't tell someone how to grieve, it's all part of the differences in dealing with something like this," Pattison said. "But we can tell them if something like this happens, don't be afraid to ask for help."

During the class, instructors Pattison and Wilkinson encourage dispatchers to seek out employee assistance programs, whether they themselves are having suicidal thoughts, or if they are having difficulties dealing with any situation they are facing in or outside the communications center.

Pattison and Wilkinson bring a wealth of knowledge and experience into the classroom. Wilkinson served as a dispatcher for the Kentucky State Police, Post 7 for nine years. Pattison worked dispatch for the Lexington Police Department for seven years. Both entered telecommunications as what they thought would be a stepping stone into law enforcement careers, they each recalled.

"I think it's unfortunate that so many use dispatch as a means to become a police officer," Wilkinson said, reflecting on his choice to continue working in the communications center. "But I think that happens because it is not as respected and prestigious a position. It's behind the scenes. You don't become a dispatcher to be recognized. But it helped me realize there are honorable jobs behind the scenes that are important and worth doing."

That behind-the-scenes nature of the job often can lead many in the communications center to suppress their emotions and the challenges they face in the busy communication center every day.

"Every call is different and every dispatcher deals with stress differently," Pattison said. "Some need to walk away and take a break and some put up a mental block and keep pushing forward."

And then there are those times when there is not enough staff to allow someone to walk away and take a break because the call volume is too high, Wilkinson said, recalling how sometimes after a really difficult call, he had no choice but to stay and continue taking new calls as they came, not necessarily ever fully dealing with the emotional toll the previous call had taken on him.

Talking about difficult situations, forms of depression and what can seem like insurmountable stress is what Pattison and Wilkinson said brings the class back to a human level.

"We are not superheroes," Pattison said. "We all go through stuff — loss, depression — we are all alike in a lot of ways, but tend to separate ourselves and be tough because of our career choice in criminal justice. We tend to dehumanize things in our career and detach emotionally to deal with things.

"But this brings us back to the human level," she continued. "We're all going through something. You don't know my battle and I don't know yours, but let's talk about it. Something I say may not help just you, but you know someone who can benefit from this."

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Hometown Charm

Greensburg Police Department

KELLY FOREMAN | PROGRAM COORDINATOR

If Andy Griffith were looking for a familiar place to retire, Greensburg would be it.

Home to Medal of Honor recipient Dakota Meyer; the oldest courthouse west of the Alleghenies; and the slaw burger, fries and bottle of Ski made famous by the Kentucky Headhunters, Greensburg is the picture of laid-back, American charm. Its downtown is listed as a national historic district, and if you visit the courthouse, the pleasant volunteers will be happy to share their tales.

In the city of roughly 2,300, you can stop in the hometown coffee shop on Tuesdays and hear what's going on with the local Rotary Club. In the summertime, if you visit the Cow Days festival you can milk Annie, the fiberglass cow who expresses Kool-Aid instead of milk.

If you're looking to fight crime, though, Greensburg Police Chief Rollin Hedgespeth would lead you elsewhere.

"I've been here five years and we have had one armed robbery," he said. "I don't know when there was one before that. It's a small department in a small town, so the guy was under arrest before 4:15 that afternoon after the 4 a.m. robbery. That's the advantage of these guys knowing the people out there. They recognized his voice and the way he walked. And we had him."

Hedgespeth spent 25 years working as a Kentucky State Police trooper and later with the Drug Enforcement/Special Investigations unit in the western part of the state. After a lot of traveling and working a couple other jobs, he said he decided it was time to come home.

"Wow, it was a big difference," Hedgespeth said of the transition from KSP to the small Greensburg department. "The biggest difference was the money end of it. I came here and the fleet was in bad shape, and the equipment hadn't been upgraded in a while. It was a struggle for me because I didn't realize what equipment cost. When I worked for KSP, if I needed something, it was at supply. Here, I got to calling vendors and going, 'Whoa!' On a budget, this is tough. Our council and mayor have been real supporters of our department. Now our fleet is less than four years old, and everybody has a body camera. Everybody has a vest, and for the first time in the history of our department, we have issued the same weapon to each officer."

Together with the local government, Hedgespeth has worked to upgrade and maintain the department's equipment for the sake of its eight officers — if not for safety, for retention. >>

PHOTO BY JIM ROBERTSON

>> "We have had several good guys here who saw opportunities other places," Hedgespeth said. "We can't compete with bigger towns. If we were able to pay the same money that maybe Elizabethtown, Bowling Green or Glasgow pays, I'm confident our council would do it. But the money's not there."

But despite any financial hurdles, the Greensburg Police Department has developed a strong force of officers with a wide variety of backgrounds, Hedgespeth said. Seven of the agency's eight officers graduated from the local high school, deepening the knowledge and relationship with the community.

"All these guys are special in their own way," the chief said. "Three or four of us were sitting around one day and realized that between us we had more than 100 years of experience sitting in the room. It's great, but also bad for the department. Those of us who have a lot of years behind us are going to hang it up one day not too far from now. We have to have fresh guys."

Patrolman Matt Matteny has served Greensburg for just over four and a half years. Born and raised in Greensburg, Matteny said policing his hometown is always interesting.

"It's fun to go to Pizza Hut and pick up a pizza from a guy you indicted," he said with a laugh. "I like the challenge of working with people I know in the community. But you still have to be the police. Sometimes you get to help them, and sometimes you get to help them go to jail."

Because the pace is slower in Greensburg, Matteny said he enjoys the little things, like being able to unlock car doors for citizens and having dinner with his family when he isn't too busy. Matteny joined the police department after Hedgespeth became chief because he wanted to work under his leadership, he said. Part of that leadership has been instilling the value of getting out and building a good relationship with the community.

▼ Greensburg Police Chief Rollin Hedgespeth took a moment from his day to say hello to his mother while she stopped in town. A native of Greensburg, Hedgespeth chose to return to his roots after retiring from a 25-year career with the Kentucky State Police.

▼ Greensburg's downtown area is listed on the National Register as a historic district, in part due to the Green County Courthouse, which has stood in the town square for more than 200 years. The courthouse was built by Kentucky's 10th governor, Thomas Metcalfe.

PHOTOS BY JIM ROBERTSON

"It's a small department and we get to see a variety of cases," he said. "I really enjoy when I get a call for service and then I get there and am talking to [the citizens] and they ask, 'Are you the one always walking through here? I really appreciate that.' It's a good service and just a good thing to do. Every now and then you walk up on something fun."

Hedgespeth asks his officers to spend about 15 minutes of each hour in a particular neighborhood where they are visible and accessible, he said, when downtime allows.

"Accessibility to me is a big thing," Hedgespeth said. "A lot of people are kind of standoffish when it comes to someone in a uniform. Like a little kid talking to Santa, they want to kind of back away. I don't like that. That's why these guys spend so much time talking to people. Like at Cow Days, I see them talking and walking through the crowd, and I feel like that's a good thing. I don't want us to be isolated.

"I think the most important thing here, my own philosophy is that I want our guys to interact as much as they can with people they deal with — or the people they don't deal with," Hedgespeth added. "That may sound kind of goofy, but there are people we deal with on a regular basis who we know by first name. Then there are those people in town we never deal with unless one of our guys interacts with them on the street or someplace else at a program. I think that interaction with our community is so important."

Hedgespeth emphasized the impact those relationships have made, even on the smallest citizens. Recently, he said he was sitting in a local restaurant and a woman came in with her 3-year-old son to talk to him.

"She said, 'He wanted to talk to you guys,'" Hedgespeth said of the boy. "So I said, 'Super.' We let him sit with us and joked that we would buy him a cup of coffee, too. We have that.

During our festival recently there were lots of people in town and there were lots of people shaking our hands thanking us for what we do. I think most small communities in Kentucky are just like we are. People appreciate what these guys do here every day."

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Greensburg Police Chief Rollin Hedgespeth, left, talks with Greensburg Mayor Lisle Cheatham in the Longhunters Coffee & Tea Co. in the downtown square. Longhunters is a part of the work that has been done in Greensburg to revitalize the downtown area.

PHOTOS BY JIM ROBERTSON

PHOTO BY JIM ROBERTSON

Campbellsville Police Officer

Dexter Colvin

KELLY FOREMAN | PROGRAM COORDINATOR

> *I'm an adrenaline junkie. I wanted a job that would put me outside doing something different every day. I'm not an office kind of guy. I like getting outside, and I love the freedom law enforcement gives you.*

Humble and unpretentious, Campbellsville Police Officer Dexter Colvin doesn't brag much about his accomplishments. When he was named the department's 2014 officer of the year, Colvin attributed the award to just doing his job. But this homegrown officer with about three years experience on the road cares about his community and helping others — and it shows.

I grew up in Taylor County and went to Taylor County schools. This is my hometown. Most of my family lives here. It can be challenging because my job is enforcement, and sometimes you run across people you know. On a traffic stop, it could be a neighbor or a cousin or something like that. I still have to do my job.

I'm an adrenaline junkie. I wanted a job that would put me outside doing something different every day. I'm not an office kind of guy. I like getting outside, and I love the freedom law enforcement gives you. As a patrol officer, I can get into as much as I want to, and I enjoy that freedom about it.

I enjoy doing investigative work. I enjoy working cases, getting a lead and investigating it from beginning to end. We are a small enough agency that we have two detectives who work major crimes, But as a patrol officer, I have the opportunity to see something through, and I like that.

I was surprised (to receive the 2014 Officer of the Year Award). I wasn't expecting it. We have an awards ceremony at the first of the year where the department presents awards for particular incidents, and of course, officer of the year, communicator of the year, longevity awards and that kind of thing. It's nice.

It made me feel really good. Personally, I don't think I require a lot of supervision. I go out and do my job and if I have a question, I'll ask. But I don't need a tremendous amount of guidance. I appreciate that someone is looking at my work and recognized me for it.

The best thing about this job, I would say, can be as simple as helping a stranded motorist, getting them fuel, or helping with a tire that's blown out. Something as simple as someone saying, 'Thank you,' and that they appreciate you. That means a lot to me.

The first year I was working here, I was working third shift and at probably 3 o'clock in the morning, I got a domestic call to a house. When we got there, there was a guy standing outside telling us someone broke into the apartment and his girlfriend was inside with the guy. We go in, me and another officer, and we could hear a screaming kid and female in the background. We go inside down the hallway into the back bedroom and walked in on an attempted rape in progress. The man was actually in the process of trying to pull her pants down and we were able to separate them and put the man in custody.

We investigated and went to court and the female tried to drop the charges. The kids in the residence were his kids, and she was dating another guy. He just decided one morning he was going to see her and, anyway, she ended up in court recanting what she had told us and what we had seen with our own eyes. That changed my perspective. I hadn't dealt with anything like that at that point. Some people you just can't help.

That case made me feel like what I was doing wasn't really helping and doesn't change anything. But on the other hand, there may be a victim someday we help and they do accept the help you offer. So I just work everything to the best of my ability and hope they accept it. That was a rare case. I think most officers go through their career and don't walk in on an active attempted rape.

Anywhere you go as a patrol officer you're going to work a lot of domestics, but they are one of the things I dread working because they are so dangerous. You're dealing with people who have very high emotions. You may be trying to diffuse the situation, trying to help the victim and they may attack you. Our dispatch is good about sending two officers to any kind of domestic call to try to be as safe as possible.

With what's going on in law enforcement today, my advice to new officers would be to worry about what's going on in your beat and in your city, and don't worry about what's going on everywhere else. I have been a victim of it myself; reading Facebook comments. People leave absolutely hateful and just cruel comments toward law enforcement. They tell people to shoot police officers and encourage that kind of attitude on social media. During the past couple months when I got on there it was making me feel negative about coming to work. I just felt like I was always fighting an uphill battle.

It has really helped me to just focus on what's going on here. That's all I really need to worry about. I don't need to worry about what's going on in California. I support law enforcement everywhere, and I think it's good to be aware in general of what's going on. You need to be aware for safety conditions that the world we live in is dangerous, but if you think about it anymore than that it just makes you mad. There is a lot of ignorance out there.

We have a good relationship with the people in Campbellsville. We don't have riots and I don't have people flipping me off every day. Most people wave at you. We have a group of people who cause problems, but even most of them know what they do and accept it as their responsibility. They know we have a job to do. I have actually had arrestees thank me for being polite to them. I tell everyone, 'Your attitude will dictate my attitude.' In every contact I try to be respectful.

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HIGH EXPECTATIONS

The Leadership Journey of APS Class No. 62.

ABBIE DARST | PROGRAM COORDINATOR

PHOTO BY JIM ROBERTSON

"Leadership is the vest — the armor — that protects the officers from harm," the Marine said toward the end of our second week of class. "Only when the topics of ethics, integrity, compromise and corruption become as important as other law enforcement training, can significant change occur."

It was around this point in the class —after a week of situational leadership, dissecting the movie "Twelve O'clock High," ethics discussions, exploring emotional intelligence and completing Kevin Gilmartin's book "Emotional Survival" — I began to really piece together the magnitude of this class the Department of Criminal Justice Training calls the Academy of Police Supervision.

On Sept. 28, I embarked on a journey more than a year in the making. In 2014, prior to our yearly September magazine planning meeting, my co-worker had the brilliant idea of writing a story about APS. But not just any story, a true inside perspective to unravel the reasons why APS is always hailed as one of the most important, inspiring and pivotal classes police executives say they've taken. In that vein, this is an article that is actually more than 11 years in the making, going back to the first APS class I covered in 2004 — Class No. 5. In the years I've traveled the commonwealth conversing with peace officers, interviewing various leadership instructors and sitting through countless APS graduations, I heard the same sentiments regarding the APS experience. So my journey began with a question: What makes APS such a pivotally-important class?

WEEK ONE

When I stepped into class on day one, I was both confident that I knew what to expect and terrified that I had no idea what I was getting into. I found my assigned seat and looked around at the 20 law enforcement sergeants that made up APS Class No. 62 — and then the introductions began. One by one, these individuals — 19 men and one woman — took their place at the front of the room and I began taking notes about who they were, where they came from and a few personal notes they shared. Were they married? Did they have kids? How long had they served their departments? Were they in the class by choice or force? By lunchtime, I had a lot of notes, some basic information and a huge, overwhelming knot in my stomach.

That first day at lunch, I quickly discovered where the rubber would meet the road in this class. Just as important as the information that eventually would be shared by our capable and passionate instructors Ken Morris, David Pope and Ed Lingenfelter, the stories shared, inside jokes developed and relationships built outside of class would be an integral part of the experience of this class. That truth was solidified as a hard-core game of rock, paper, scissors determined groups for our first team-building challenge that afternoon. >>

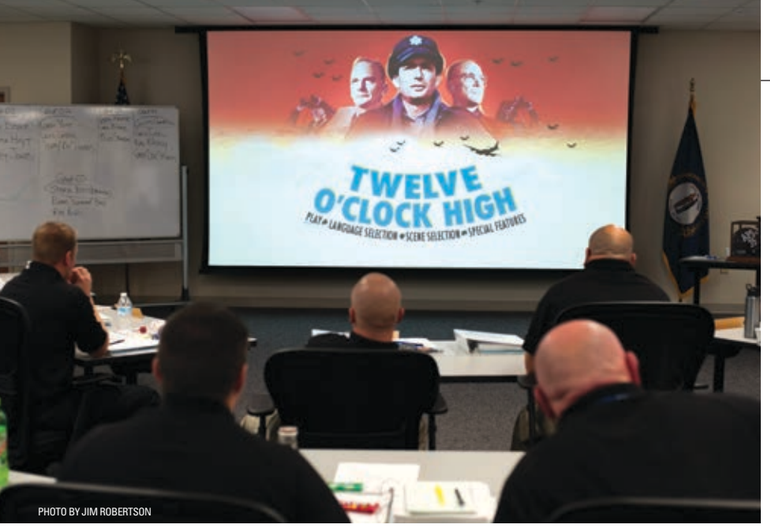


PHOTO BY JIM ROBERTSON

◀ At the end of week one, APS students watch "Twelve O'clock High," challenging themselves to identify leadership styles and behaviors in main characters throughout the movie. The movie pulls together concepts learned in the situational leadership study.

>> Coming into class on day two already was a different experience — it was no longer a class of complete strangers, but of officers with different skill sets, attitudes, senses of humor and capabilities. But I was soon challenged to find out who I was. Instructor Pope challenged the class by asking over and over again, "Who are you? What you focus on and what you believe will become your reality."

As the week progressed we moved into the heart of situational leadership. Situational leadership, developed and studied by Kenneth Blanchard and Paul Hersey, refers to when leaders of an organization adjust their communication style to fit the development level of the followers they are trying to influence. With situational leadership, it is up to the leader to change his or her style, not the follower to adapt to the leader's style. In situational leadership, the style may change to continually meet the needs of others in the organization based on the situation.

As we explored what it means to have R4 performers on your team or how and when it's appropriate to use an S1 leadership style, I was comforted to know that we were all in the same unfamiliar boat trying to navigate the intricacies of readiness levels and communication styles. And then, almost as if you could literally see the light bulbs popping up across the room, we all began to get it. We could understand the significance of what situational leadership offers those in supervisory positions and how to best deal with those individuals who work with (not under) them.

"Listen to your people, they'll tell you everything you need to know," Morris and Pope drove home.

It was so intriguing to watch my classmates begin to take a step back and look at the way they had been leading their platoons up to that point — whether they had been in their sergeant's position for a month or three years. Their self-exploration challenged me to look deeper within myself.

"I never thought of myself as a micromanager, but maybe I am," speculated one class member.

We reached the end of the week and watched "Twelve O'clock High." The film focuses on daylight bombing in World War II. It follows the story of the 918th Bomb Group and its hard-as-nails general who takes over the bomber unit suffering from low morale and whips it into fighting shape. The powerful leadership teaching lessons captured in this 1949 black-and-white film became clear and permanently were ingrained into our collective minds and consciousness.

WEEK TWO

On Monday morning, I was confident and excited to return to class. I'd become comfortable in my place in the back of the room, conversing and brainstorming with Brent and Bill, Malcom, Rich and Jon. But I walked into the room to find that my "cheese" had been moved. And though I hadn't yet read this short but powerful book, "Who Moved My Cheese," by Spencer Johnson, I was learning early on that change is uncomfortable — and that makes it emotional.

So, starting the morning discussing the five components of emotional intelligence seemed appropriate. Instructor Morris rolled through each component, explaining its importance in leadership and giving examples of what these components looked like in action in a person exhibiting a healthy emotional intelligence. Throughout the presentation and discussion, I began to connect some puzzle pieces of effective and successful leadership. As the question, "Who am I?" and the phrase, "Listen to your people, they'll tell you everything you need to know," resounded in my head, I was beginning to make connections between how applying consistent situational-leadership principles, paired with a healthy awareness of the five EI competencies could transform an individual from a person merely placed in a supervisory position, into a leader who truly influences those who report directly to him or her.

These two parts coming together drastically changed my previously-held understanding of what leadership is and how the way leaders interact with, care for and adapt to those they lead can forever impact not only the behavior and success of those individuals, but ultimately the entire agency or organization.

This was big stuff.

On the second night of week two, Class 62 experienced something no other class has ever experienced in the 12 years APS has been taught. A group of Berea College students, taking a communication class on diversity and conflict resolution, joined us for what we were prepared to be a round-table discussion on law enforcement issues facing the country and how the "good apples and bad apples" in policing affect the media's portrayal of our nation's and state's peace officers.

When Berea professor, Dr. Kennaria Brown, entered the room with her diverse group of students from various places in Kentucky, the nation and the world, with homemade cookies and vegan brownies, we all knew we were about to experience something unique and special, even if we were still unsettled about what that might be.

We broke the large group into multiple small groups with at least two officers and two students in each group. What was supposed to be a short information exchange and get-to-know you session, became a time of deep conversations, big-issue discussions, laughter, bridge building and connection that few, if any, expected.

Two Fort Thomas police officers participated in open and honest dialogue with a Covington native who had always had a disparaging view of law enforcement. One student from Vietnam said after her hour-long discussion with the officers in her group, she now knew more about law enforcement in Kentucky than she ever did about the police in her home country. It was an eye-opening and constructive experience for the college students, officers and even instructors in the room observing the interaction and listening to the honest conversations.

Later that week, we explored ethics, values and ethical decision making, learned that knowing what people value is perhaps one of the most important aspects to effectively leading them. And equally important, knowing what we value is essential to how we make decisions, how we discern right >>

> *Coming into class on day two already was a different experience — it was no longer a class of complete strangers, but of officers with different skill sets, attitudes, senses of humor and capabilities.*

Ken Morris

Ken Morris, Instructor, has spent 17 years with DOCJT and is a retired U.S. Marine Corps Chief Warrant Officer Five with more than 30 years of service. He retired as the director of USMC CID and assistant to the military advisor to the director of the Naval Criminal Investigative Service.

Training, experience and education

- Masters of Science Human Relations, Golden Gate University, San Francisco, Calif.
- Graduate studies Criminal Justice Organizational Leadership, Eastern Kentucky University
- Bachelors of Science in Criminal Justice, Eastern Kentucky University
- Executive Leadership, U.S. Naval Academy
- FBI National Academy, Quantico, Va.
- DEA Narcotic Commander's Course, Quantico, Va.
- U.S. Army Military Police Supervisors Course
- U.S. Army Criminal Investigation Division Basic Agents Course
- Department of Defense Polygraph Institute
- Naval Criminal Investigative Service advanced investigations
- U.S. Army Certified Terrorism Instructor
- Terrorism Awareness and countering-terrorism (crisis management) certification
- Ethics Institute Law Enforcement Administration, Plano, Texas
- Managing Diversity certified instructor, Institute for Law Enforcement Administration
- Ethics certified instructor, Josephson Institute of Ethics & National Institute of Ethics
- Managing Police Agencies, University of Louisville
- Instructor certification in basic and advanced Situational Leadership training, Center for Leadership Studies, Escondido, Calif.
- Social Intelligence certified instructor ■

▼ APS Class No. 62 experienced something no other class has before. Students from Berea College joined APS students on a Tuesday evening to discuss law enforcement, diversity and conflict resolution. The dynamic conversations between officers and students from all over the world was a pivotal moment in the class.


PHOTO BY JIM ROBERTSON

APS Class No. 62 literally went out on a wire to conquer the newest challenge course at DOCJT, the Aerial Teams Course. With death-defying heights and seemingly-impossible obstacles, the leadership philosophies learned in the class and the team mentality built throughout the three-week course helped students successfully navigate the course.

PHOTOS BY JIM ROBERTSON

>> from wrong and living lives of integrity — not simply being honest, but living and leading in accordance with our deeply-held convictions about what is effective, desirable or morally right.

We watched the NBC documentary "In the Shadow of Justice," which follows former New York City Police detectives John Schwartz and Bobby Addolorato, who reinvestigated the 1990 Palladium murder of Marcus Peterson. Schwartz and Addolorato, discovered astonishing new evidence suggesting that David Lemus and Olmedo Hidalgo, who had spent nearly 10 years in prison for the murder, might actually be innocent. The detectives also uncovered documents suggesting the DA's office buried evidence that proved Lemus and Hidalgo were innocent. After the movie, Schwartz, now the DOCJT Basic Training Branch manager, openly discussed the investigation and its troubling finds.

This emotional documentary and personal presentation proved an ethical gut check for our class. Many questions surfaced about how situations like that happen and the emotional and career-ending toll it took on these two detectives.

It was then, Quis custodiet ipsos custodies — Who will guard the guardians themselves — surfaced as our class motto. I think the 20 officers in the class made a personal commitment to hold themselves and those around them ethically accountable and to be willing to stand up in the face of injustice and fight for the innocent, no matter the consequences.

Friday came; I had managed to finish Gilmartin's book "Emotional Survival," and we listened to Instructor Pope's heartfelt, intriguing and often gut-wrenching personal tale of his own experience with the hypervigilance rollercoaster Gilmartin explores in the book — and we would never be the same.

Just like Pope described his reaction to first reading the book as expecting to see his picture inside the cover, many officers in the class began to turn inward — not for the first or last time — and discovered, explored and warred with aspects of themselves and their relationship to this job they professed to love.

Later we would find the emotional survival portion of the class opened more eyes and hearts than anything we had experienced to that point.

"This course has changed my life," one student later would say.

"This has made me a better husband and father," was the sentiment of another classmate.

We ended week two a very different class than we came in.

WEEK THREE

Over the weekend, I completed Spencer Johnson's distinctive book, "Who Moved My Cheese?" This 96-page quick read explains how people are fearful of change because they don't believe they have any control over how or when it happens to them. Since change happens either to an individual or by an individual, Johnson shows us what matters most is the attitude we have about change.

This is the text on which we were to base our presentations later in the week. These 10-minute, public-speaking ventures had been looming for two weeks, causing for many, intense disdain and anxiety. Our presentations would take place on Wednesday, and our preparation and internal struggles over what we wanted and were willing to share took up most of our conscious thoughts.

In one morning, Instructor Lingenfelter broke down generational issues and identified the beliefs, values and characteristics of generations identified as Veterans, Baby Boomers, Generation X, Millennials and Generation I. As a class composed of exclusively Generation X members, we also explored why and how many of us had developed different attitudes and characteristics because of how and where we were raised.

We spent one afternoon watching the movie "Remember the Titans" and the next morning explored how every concept we had learned throughout this three-week class could be applied to the characters, situations and relationships presented in the film. Though nearly every one of us had previously seen this movie, we had never watched it through these new leadership lenses, breaking down each character and discovering his motivations, convictions and values.

Finally, our Wednesday presentations arrived. We all sat, some poised and eager, some impatient and tense, awaiting our names to be drawn from a cup and announced from the back of the room. >>

David F. Pope

Leadership Development Instructor David Pope has served DOCJT for 12 years. He is a retired Kentucky Air National Guard state command chief with 24 years of service. He also served three years active duty with the U.S. Army and is a retired major from the Jefferson County Police Department with 30 years service.

Training, experience and education

- Bachelor of Science Police Administration, Eastern Kentucky University
- Master of Science Criminal Justice Loss Prevention, Eastern Kentucky University
- Graduate FBI National Academy, Quantico, Va.
- Certified instructor, Social Intelligence Skills, Eastern Kentucky University
- Certified instructor, Situational Leadership, The Core, Escondido, Calif.
- Certified instructor, Franklin Covey, Seven Habits of Highly Effective People, Louisville, Ky.
- Leadership Symposium, Phoenix, Ariz.
- Human Resources Management, Arlington, Va.
- National Diversity Conference, Houston, Texas
- Command Executive Course, Washington, D.C.
- Police Supervision Implementing Change, Southern Police Institute, Louisville, Ky. ■

>> I desperately wanted to be first, to get it over with and eliminate comparing my presentation choice with the rest of my class mates'. I wasn't first, but as Brent Moening grabbed our attention with a magic trick and James Jarwell had us stand and give him a big "gator chomp," I quickly learned the order of the presentations didn't matter. Following a myriad of attention-getting openings came presentations that would rock our class to its foundations.

- Carrie opened the class up to the necessity of needing to prepare families for the possibility that one day they may not come home after a shift.
- Matt shared how he recognized the hypervigilance rollercoaster ride he was on for so many years and how it affected him and his family.
- Tim shared his personal story about how he developed and began to pursue his passion for race relations and diversity issues.
- Donnie shocked us with a long-haired throwback picture and a narrative of how he came to law enforcement from a career in the music and entertainment industry.
- Jon let us in on his conquest to prove to a teacher that he could and would become a successful person and leader.
- Justin explained to us how he had died five times in his life — teaching us that dying to ourselves daily was the only way to lead with a true servant's heart.
- And Malcom bravely shared his inspirational journey of near tragedy and triumph.

On the first day of class, Instructor Morris told us that the goals of the course were to reach up and touch our hearts and cause us to think so much we'd get a headache. After five and a half hours of presentations permeating the deepest parts of who these individuals were, are and hope to be, our hearts hadn't just been touched, "we had undergone open heart surgery," as class speaker Tim Gray said in his graduation speech.

Without a doubt, these presentations proved to be the most inspirational and influential part of the class. The stories shared and insights gained in those hours bonded our class together in a way that never can be duplicated.

But we weren't finished yet.

The next day we spent four hours on DOCJT's brand Ariel Teams course. As fear, anxiety, courage and determination surged through our bodies, we put into action many of the leadership strategies we had learned throughout APS. And as teams, we conquered tasks that at first seemed literally impossible to complete. With aching feet and tense muscles Byron, Adam, Mike, Justin and I navigated across tiny wires three stories in the air, using nothing but our teammates for balance. We linked arms and jumped our way across dangling planks too far apart to ever traverse on our own. And we closed our eyes and jumped off the tower trusting that our ropes and harnesses would catch us before we hit the ground.

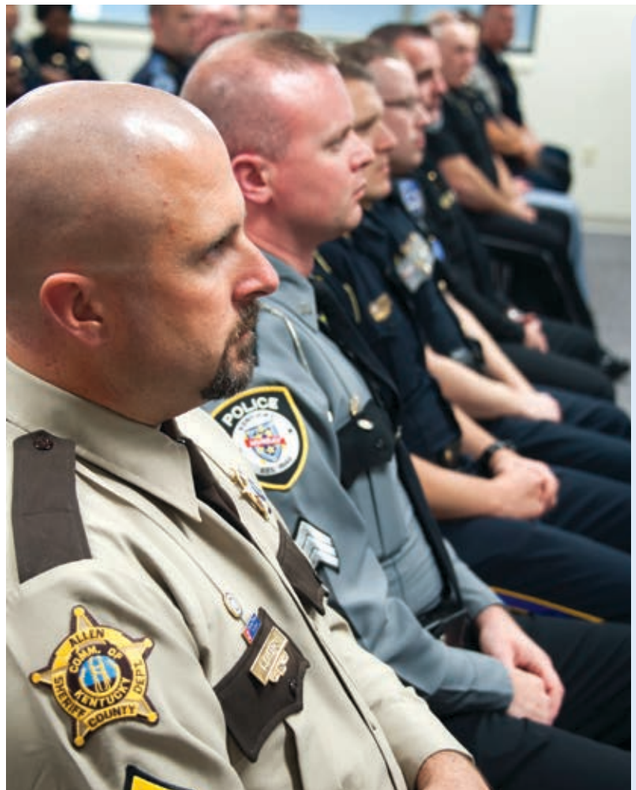
Finally, graduation day came. I was in awe at how what I thought would be an interminably long three weeks had turned into a challenging, life changing and short adventure I will never forget or regret. We filed into the room, took our seats amid family and friends and listened to two commencement speakers try to sum up the totality of our APS experience. And before I knew it, it was over. And as I shook hands and exchanged hugs and well wishes, I finally understood the sentiments about this thing called APS. What I had heard described in a million ways, and yet never fully explained, made perfect sense to me.

Now, those rigid notes I jotted down about each individual of APS Class 62 that first morning are more than just names and agencies. Now each has a face, a story and a distinct memory in my mind that will last a lifetime.

My Academy of Police Supervision experience with class 62 may or may not be congruent with others' experience. As Instructor Morris said on day one, "the class is ever evolving and is not the same class each time," But I think I captured what I was after — an in-depth understanding of what makes this class stand out among the hundreds of others available at DOCJT. And I sincerely hope for any officer who hasn't had the opportunity to experience it, that if he or she is promoted to sergeant one day, he or she will make the class a priority — and learn for his or herself why it is the nation's best first-line supervision course available.

Abbie Darst can be reached at abbie.darst@ky.gov or (859) 200-5539.

PHOTOS BY JIM ROBERTSON



APS Class 62 graduates and their agencies:

Chris Barton, Allen County Sheriff's Office
John Cooper, Murray Police Department
Justin P. Crowell, Paducah Police Department
Abbie L. Darst, Department of Criminal Justice Training
Donnie J. Duff, University of Kentucky Police Department
Brian J. Ferayorni, Independence Police Department
Jonathan K. Fields, Frankfort Police Department
Carrie A. Folsom, Kentucky Alcoholic Beverage Control
Christopher G. Goshorn, Ft. Thomas Police Department
Timothy D. Gray, Western Kentucky University Police Department
Michael L. Huffman, Mt. Washington Police Department
James H. Jarboe, Henderson Police Department
Jon Lesher, Louisville Metro Police Department
Adam B. McGuire, Cincinnati/Northern Kentucky Airport Police Department
Matthew T. Meyer, Campbell County Police Department
Malcolm Xavier Miller, Louisville Metro Police Department
Brent D. Moening, Ft. Thomas Police Department
Richard A. Reynolds, London Police Department
Byron C. Richardson, Lebanon Police Department
William J. Strader, Madisonville Police Department
Nathan S. Taylor, University of Kentucky Police Department ■

NUISANCE PROPERTIES

SHAWN HERRON | STAFF ATTORNEY, DOCJT LEGAL TRAINING SECTION

Code Enforcement is an area of law most law enforcement officers rarely encounter, but effective code-enforcement strategies can be a great assistance in the overall scheme of community policing. Most jurisdictions in Kentucky have individuals who don't work for police departments or sheriff's offices, but who do enforce the overall body of laws relating to public health and safety of citizens. These code enforcement officers may not carry that specific title, but range from firefighters doing building inspections and assessing maximum occupancy to local inspectors citing for high grass to public health sanitarians ensuring food safety. In many such cases, the ability to effectively recognize a citable offense may require a code enforcement officer, who has received specialized training. Such offenses often are prosecuted through a local code enforcement administrative hearing process, at least initially, rather than through the court system.

However, local law enforcement officers should be aware both of the quality-of-life offenses that might be prosecuted under state law and those situations that can be brought to the attention of another code enforcement officer with experience in the matter. Officers are out and about on a daily basis and also are inside homes that present code enforcement issues as well.

Noticing a small violation can, in fact, save a life. For example, KRS 438.240, the abandonment or discard of refrigerator, freezer, icebox or ice chest with door or lid attached, is a little known offense. There are horror stories of children, or even adults, getting into a discarded refrigerator (or similar appliances) and becoming trapped, only to slowly suffocate with the inability to escape. An officer on a call, or even while on patrol, might notice this item sitting on a front or back porch. If such an item is discarded, the door should be removed. If it is in use, but still accessible, such as on a porch, it should be securely locked. Failure to do so is a class B misdemeanor.

Another offense commonly used, but is of specific importance in these situations, is KRS 512, Criminal Mischief. That charge will apply when property is intentionally damaged by graffiti or the removal of items, and of course, Theft may also apply if items are taken or destroyed. A little known companion law, which is a violation, is KRS 433.750, Injuring public property or right-of-way. Under that statute, damaging foliage or grass on state or county road land, or that of public parks or animal sanctuary, also is a specific offense. In such cases, the damage might be to shrubbery or sod, which will grow back, but it may still be an unsightly situation until nature makes the necessary repairs.

Most people hate litter, but unfortunately, many locations are plagued with it. Many people grew up with the term litterbug, which has been accorded several different origins but is generally believed to have started in the 1940s. Criminal littering, under KRS 512.070, focuses on "destructive or injurious material" — not simply trash. In many cases, if the local government (city or county) has enacted local ordinances on litter, it would be better to cite under the local ordinance, as that most likely will be more encompassing than the state statute. Under that same chapter is KRS 512.080, unlawfully posting advertisements, which would include the ubiquitious posting of everything from lost pets to yard sales to cheerleading camp. Such posters should not be attached to any public property (including, for example, utility poles) without permission. As it is a violation, of course, the officer must witness the posting, but certainly they are subject to removal in advance of becoming a litter problem. In addition, material being thrown or dropped from a vehicle is Criminal Littering, and is the prima facie responsibility of the operator of that vehicle, under KRS 433.753.

Another series of quality-of-life offenses are located in KRS 525. Under KRS 525.090, Loitering includes individuals who are "hanging out" specifically for the purposes of gambling, using controlled substances, present on school premises for no legitimate purpose and in transportation facilities, such as bus stations. Loitering for prostitution purposes falls under KRS 529.080. Both are violations, although the latter becomes a class B misdemeanor for the second or subsequent offense. Note that simply lingering on a public street, without any proof it is for one of the prohibited purposes, does not constitute loitering. However, if a particular private location becomes an issue, such as the parking lot of a business that is closed at night, an agency can approach that business to determine if the business will authorize the agency to enforce the criminal-trespass statutes against those found in the lot after hours.

Although vandalism is not the term used in Kentucky (in most situations), with criminal mischief being the more commonly used offense, it may be used in local ordinances. In addition, under KRS 525.113, institutional vandalism covers damage to venerated objects, such as war monuments or churches, when done because of "race, color, religion, sexual orientation or national origin." Although the national flag also is listed as a venerated object, burning the United States flag is protected under the U.S. Constitution and the First Amendment, as interpreted by Texas v. Johnson, 491 U.S. 397 (1989). However, burning the flag, or any item, for that matter, is not protected when the act presents a clear and present hazard, such as when it occurs inside a building or in a place where the fire could not easily be controlled. In First Amendment situations, it is imperative that the content of the speech be separated from the hazardous conduct. KRS 525.115, violating graves, includes any intentional damage to graves, tombstones or grave monuments, fencing and the other greenery and ornaments present at a cemetery. It is a class D felony no matter the amount of damage.

With waterways being present throughout the commonwealth, often held in place by earthen levees, it might be useful to know there are several specific statutes covering these areas, as well. For example, it is unlawful to ride a horse or drive a vehicle across a public levee, except where appropriate roads or crossings are provided for, under KRS 266.200; it is a violation with a minimal fine attached. In addition, placing litter, which does not have to be hazardous material, including sewage and oil, in public waters or lakes is a class A misdemeanor under Criminal Littering (see above).

Finally, a body of law most general law enforcement officers have little knowledge about is included in KRS 82.700 - .725, the "Local Government Nuisance Code Enforcement Act." Local governments are authorized to pass a "nuisance code" punishable by criminal or civil penalties. The law requires the establishment of a hearing board if the nuisances are to be considered as civil violations, and responsibility for enforcement must be delegated to an agency or department of the local government. Every law enforcement agency should be generally aware of the nuisance ordinances, which could include everything from high grass to barking dog issues, and understand how to effectively use the ordinances in their own jurisdiction. The ability to bring multiple enforcement resources to bear on a problem property may make all the difference to the quality of life for citizens living with the issue on a daily basis.

Most citizens in Kentucky will have little contact with law enforcement, fortunately, for serious matters, but it is the small things, assistance and direction with what may appear to be a minor problem to someone else, that make all the difference to the individual faced with the issue.

Don't Be a Litterbug.

Please, Please, don't be a litterbug,
'cause every litter bit hurts.

Bread and Warrants | Legal

BREAD and WARRANTS

SHAWN HERRON | STAFF ATTORNEY, DOCJT LEGAL TRAINING SECTION

Just like bread and potato chips, search warrants can, and do, have the potential to become stale. In some cases, the staleness comes from a delay between the time the warrant is obtained and the time it is executed. In other situations, it is a delay in the period between the time the evidence to support the warrant is confirmed and the time the warrant is obtained.

As to the first, although Kentucky criminal procedure does not mandate a search warrant must be executed within a specific period of time, a search warrant, in most questions, is intended when evidence of the crime is present at the time. (An exception would be an anticipatory warrant, under U.S. v. Grubbs, 547 U.S. 90 (2006), which is obtained when the contraband is expected to become present at a specific time in the immediate future, such as a controlled delivery of narcotics, and service of which is triggered by an event named in the warrant itself. Under the Federal Rules of Criminal Procedure, Rule 41(e), however, an officer must execute the warrant within the time frame specified by the judge, and absent a specific time frame, it must be within 14 days.

Staleness more commonly becomes an issue with the information on which the warrant is based, as well. In recent years, a number of Kentucky and Sixth Circuit cases have explored the staleness analysis for search warrants. In U.S. v. Frechette, 583 F.3d 374 (6th Cir. 2009), the Court agreed stale information cannot be used in a probable cause determination. In Sgro v. U.S., 287 U.S. 206, (1932), the Court had noted that "[T]he length of time between the events listed in the affidavit and the application of the warrant, while clearly salient, is not controlling." Some jurisdictions have local practices that dictate a preferred time frame, however.

In U.S. v. Spikes, 158 F.3d 913 (6th Cir. 1998), and reinforced by U.S. v. Abboud, 438 F.3d 554 (6th Cir. 2006), a four-factor test was developed and accepted in the Sixth Circuit for determining whether a warrant has become stale. In many cases, these factors are not assessed individually, but are interwoven, since many cases implicate more than one of the factors. These factors include:

(1) the character of the crime (chance encounter in the night or regenerating conspiracy?)
(2) the criminal (nomadic or entrenched?)
(3) the thing to be seized (perishable and easily transferable or of enduring utility to its holder?)
(4) the place to be searched (mere criminal forum of convenience or secure operational base?)

In sum, whether information in an affidavit is stale depends, in part, on the "inherent nature of the crime."

Over a number of cases, each of these factors has been further explored.

In U.S. v. Grooms, 566 Fed. Appx. 485 (6th Circ. TN 2014), the Sixth Circuit noted that when the target of the warrant was part of an "ongoing criminal enterprise," in this case, the continuing illegal harvesting of ginseng in the Great Smoky Mountains National Park over approximately a year, the information did not become stale simply because of the passage of time.

In U.S. v. Goodwin, 2014 WL 627257 (6th Cir. 2014), the Court agreed the possession of an illegal weapon, in this case, a fully automatic unregistered machine gun, by a convicted felon was a "continuous and ongoing offense," rather than an one-time event. This situation also implicated the third factor, since firearms are durable goods, and in this case, a valuable and difficult to obtain weapon, it is reasonable >>

> *In recent years, a number of Kentucky and Sixth Circuit cases have explored the staleness analysis for search warrants.*

Bread and Warrants | Legal

>> to expect that once the items come into a person's possession, are likely to retain the item for some time. In addition Goodwin, in this case, had lived in the location for some time, and it was a "secure operational base," (The Court agreed that a suspect's residence, especially one that was owned and occupied for some time, would be considered such.)

The possession of child pornography is treated as a special situation in case law. In U.S. v. Hampton, 504 Fed. Appx. 402 (6th Cir. 2012), German law enforcement officers detected child pornography being trafficked through a particular Internet Protocol (IP) address, which was traced back to Hampton's home in Louisville. Some ten months later, an Immigration and Customs Enforcement agent obtained a search warrant for the home and computers, and the evidence was found. Hampton argued that the long delay in taking action meant that the investigative information was stale. However, in a Fourth Circuit case quoted with approval by Hampton — "collectors of child pornography 'value their sexually explicit materials highly, rarely if ever dispose of such material and store it for long periods in a secure place, typically in their homes." U.S. v. Richardson, 607 F.3d 357 (4th Cir. 2010). In U.S. v. Riccardi, 405 F.3d 852 (10th Cir. 2005), citing U.S. v. Lamb, 945 F. Supp. 441 (N.D.N.Y. 1996), and cited in several Sixth Circuit cases, the Court noted:

The observation that images of child pornography are likely to be hoarded by persons interested in those materials in the privacy of their homes is supported by common sense and the cases. Since the materials are illegal to distribute and possess, initial collection is difficult. Having succeeded in obtaining images, collectors are unlikely to destroy them. Because of their illegality and the imprimatur of severe social stigma such images carry, collectors will want to keep them in secure places, like a private residence. This proposition is not novel in either state or federal court: pedophiles, preferential child molesters and child-pornography collectors maintain their materials for significant periods of time.

Courts also have acknowledged that "child pornography still can be discovered on a computer's hard drive even after those images have been deleted." U.S. v. Terry, 522 F.3d 645 (6th Cir. 2008). Further, in Frechette, cited above, the Court noted that "child pornography is not a fleeting crime and is generally carried out in the secrecy of the home and over a long period.

In U.S. v. Elbe, 2014 WL 7247384 (6th Cir. 2014), an FBI investigation indicated that an individual with a particular user name (traced to Elbe, in Central City, KY) was sharing child pornography via a peer-to-peer sharing network. Some time passed before a search warrant was obtained, and Elbe challenged the evidence found (some 130,000 illegal images and videos) as being located pursuant to a state warrant. However, the court agreed, child pornography "has a potentially infinite life span," since such material "can be easily duplicated and kept indefinitely even if they are sold or traded."

Kentucky courts also have addressed the issue of staleness in warrants. With respect to the first category, the length of time between law enforcement learning of the evidence and obtaining a warrant, Kentucky has ruled a three month delay in getting a warrant, following an investigation that included a number of anonymous tips and several trash pulls did not render the information stale. Smith v. Com., 323 S.W.3d 748 (Ky. App. 2009). Using the totality of the circumstances analysis preferred, the Court agreed that given the information provided in the affidavit, it was certainly reasonable to believe that drug evidence still would be found at the residence. In Hause v. Com., 83 S.W.3d 1 (Ky. App. 2001) and Ragland v. Com., 191 S.W.3d 569 (Ky. 2006), the Court adopted the factors in Spikes, stating that "instead of measuring staleness solely by counting the days on a calendar," courts should assess the situation by applying the factors. In the unpublished case of Merriman v. Com., 2015 WL 1968507 (Ky. App. 2015), the Court noted that "[w]hether information supporting probable cause is stale 'must be determined by the circumstances of each case.'" Lovett v. Com., 103 S.W.3d 72 (Ky. 2003). In Merriman, the Court noted that his drug trafficking was an ongoing operation and that the residence, owned by his mother, was a secure operational basis. Multiple transactions had occurred at the house, as well. Further, with respect to the pills, "although pills certainly are transferable, and capable of easy destruction or consumption, the police were not seeking to recover any particular set of identifiable pills, but rather evidence of Merriman's alleged stock in trade." This followed the same analysis as was the case in Com. v. Wilson, 2007 WL 4465566 (Ky. App. 2007), in which the Court ruled that a nine-day delay was not improper and that in drug cases, "where the evidence is perishable and easily transferable," probable cause still existed if there was evidence of ongoing trafficking.

Search warrants can, and do, go stale if they are not obtained and executed during the time the evidence will reasonably be located at the location for which the warrant authorizes a search. However, although the clock is ticking, it still is proper to do a thorough investigation before obtaining a warrant and to plan and execute the warrant in a sound, tactical manner, which may occasion a delay between the time the warrant is signed and it is executed. Officers working on protracted investigations should always keep the passage of time in mind. If there will be a delay, the four factor analysis, as discussed, can be used to determine if the delay will adversely impact the admissibility of the evidence.

> *Search warrants can, and do, go stale if they are not obtained and executed during the time the evidence will reasonably be located at the location for which the warrant authorizes a search.*

AOC - 340 11-87 Commonwealth of Kentucky Court of Justice Ky. Const. §10; RCr 13.10	**SEARCH WARRANT**	Case No. _____ Court _____ County _____

TO ALL PEACE OFFICERS IN THE COMMONWEALTH OF KENTUCKY:

Proof by affidavit having this day been made before me by _____,

a peace officer of _____,

that there is probable and reasonable cause for the issuance of this Search Warrant as set out in the affidavit attached hereto and made a part hereof as if fully set forth herein; you are commanded to make immediate search of the premises known and numbered as

> "Sometimes peacemaking is peaceful and, unfortunately, sometimes it is anything but. But, it's the job, and I've always been proud to be a part of it."

Sheriff Keith Cain

Daviess County Sheriff's Office

Sheriff Keith Cain is a veteran of the U.S. Marine Corps, which included a tour of duty in the Republic of South Vietnam. He has served the Daviess County Sheriff's Office since 1974. He holds a bachelor's degree from Kentucky Wesleyan College and a master's degree from Western Kentucky University. He is a graduate both of the FBI-NA (156th) and the National Sheriffs' Institute. Cain is a past president of the Kentucky Sheriff's Association. He also serves on the executive board of directors of the National Sheriffs' Association, where he also chairs the association's drug enforcement committee. Cain is a KLEC-certified law enforcement instructor and serves as the KLEC chair. He has twice been the recipient of the Governor's Award for Outstanding Contribution to Kentucky Law Enforcement. He has received numerous other commendations and letters of merit from both state and federal law enforcement agencies.

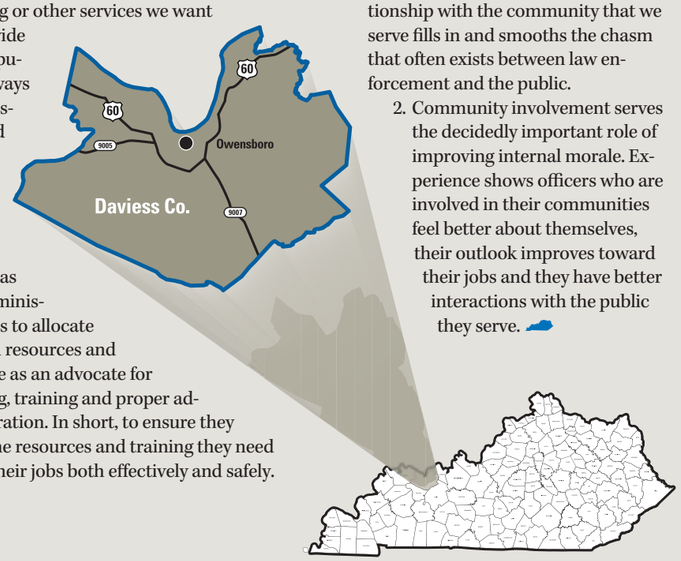
However, of the many titles and positions he has held throughout his career the one he is MOST proud of is "PawPaw"… to granddaughters Alexis and Alyssa.

WHY LAW ENFORCEMENT FOR YOU?

At a young age, it was a natural progression for me to transition to law enforcement after having served four years in the U.S. Marine Corps (one of those in a combat environment in Vietnam). While the uniform process and command structure was probably appealing to someone leaving the military, there were deeper motivations for me. I have learned over these many years serving in law enforcement that my draw to this profession is service to country and community. It was always there. Fighting drug traffickers or chasing after crooks was more than exciting — it was preserving and protecting. Over time, I learned more about what role in our society law enforcement plays — law enforcement is peacemaking. Sometimes peacemaking is peaceful and, unfortunately, sometimes it is anything but. But, it's the job, and I've always been proud to be a part of it.

Ultimately, as with service in the armed forces, God is our guide regardless of our role or station in this profession. We harken to His direction, I believe, because we sometimes must take action and/or exercise discretion that most people in society will, thankfully, never be asked to perform. Too, it is a persistent acknowledgment of our mortality that reminds us to be obedient and thankful.

Consistent with this understanding, I believe the overriding responsibility to my county and my community is to help create a place where families can live comfortably, where children can learn and grow, and where businesses safely can provide services or bring products to market. Likewise, my responsibility to my agency as sheriff is to serve as a shepherd; my deputies are responsible to me, but I, likewise, am responsible to them. Like most law enforcement agencies, we struggle with limited resources, while multiple tools or vehicles, training or other services we want to provide our deputies always are present and available. The challenge for me as the administrator is to allocate limited resources and to serve as an advocate for funding, training and proper administration. In short, to ensure they have the resources and training they need to do their jobs both effectively and safely.



I am humbled and gratified to have been entrusted with my office for these 41 years. Service to God, country and community has been a lodestone guide for me that never has failed in determining the proper course of my career.

My father instilled by lesson and example that these are our responsibilities as well as our obligation. Like much he taught me, this premise has served me well.

IF YOU WERE LEADING A "GET INVOLVED" CAMPAIGN IN YOUR COMMUNITY TO NARROW THE GAP BETWEEN LAW ENFORCEMENT AND LOCAL CITIZENS, WHAT WOULD BE YOUR AGENCY'S NO. ONE FOCUS?

There is no "out" in community outreach in Daviess County; we are proud to be engaged members of our community. As sheriff, I regard a high level of involvement in community events, organizations and volunteer work as essential components of a successful law enforcement agency. The goal of prioritizing community involvement has two different, but related, motivations.

1. An engaged and participatory relationship with the community that we serve fills in and smooths the chasm that often exists between law enforcement and the public.
2. Community involvement serves the decidedly important role of improving internal morale. Experience shows officers who are involved in their communities feel better about themselves, their outlook improves toward their jobs and they have better interactions with the public they serve.

> "My prior experience … inspired me to garner better relationships with the public by teaching our officers more effective communication practices, such as talking to people, rather than at them."

Chief Ronald Rice

Maysville Police Department

A native of Mason County, Rice joined the U.S. Air Force in September 1975, retiring in 1996 as the superintendent of law enforcement at Andrews Air Force Base, Md. Rice joined the Maysville Police Department working his way through the ranks before being appointed chief in August 2010. He is a graduate of Central Texas College; Academy of Police Supervision Class No. 1 and Criminal Justice Executive Development Class No. VII. He and his wife, Norlene, have two daughters and two granddaughters.

WHY LAW ENFORCEMENT FOR YOU?

After spending nearly 21 years as a security police and law enforcement specialist in the U.S. Air Force, I wanted to continue working in the field of law enforcement. I was afforded that opportunity, as a civilian police officer, with the Maysville Police Department

HOW HAVE YOU BUILT UPON THE PAST SUCCESSES OF THE MAYSVILLE POLICE DEPARTMENT?

To re-establish a program mirroring our previous local drug task force, it was imperative for our department to create a partnership with the Drug Enforcement Administration, as well as other federal agencies, in an operation that has since been dubbed "Operation Hometown Hero." The exceptional work of those involved has resulted in several arrests and subsequent convictions, including that of a local man who received an 87-month federal sentence.

I was able to secure a grant that allowed the department to obtain a drug collection unit. Additionally, I expanded the department's canine program and provided every officer with patrol rifles and TASERs. Our honor-guard program also has been updated and provided new uniforms.

HOW DID YOUR MILITARY EXPERIENCE HELP PREPARE YOU TO BE CHIEF OF MAYSVILLE?

My prior experiences encouraged me to create more structure and organization within the agency. It also inspired me to garner better relationships with the public by teaching our officers more effective communication practices, such as talking to people, rather than at them.

HOW DID YOUR ASSIGNMENT WITH THE MILITARY PROTECTIVE SERVICES HELP PREPARE YOU FOR CROWD CONTROL OF DISTINGUISHED GUESTS?

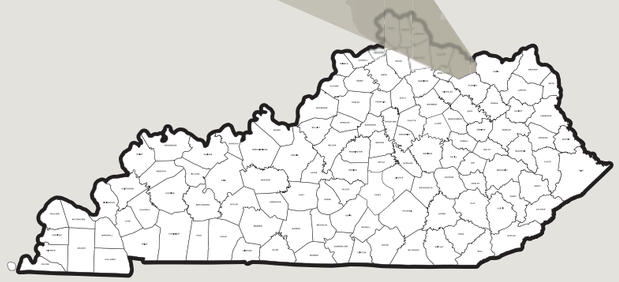
When former President and Mrs. Bill Clinton visited Maysville during the 2008 presidential campaign, I easily transitioned back to my military experiences in protective services to assist the agency in working with the Secret Service to ensure everyone's safety.

WERE YOU ABLE TO ACCOMPLISH YOUR GOAL OF PURSUING RE-ACCREDITATION THROUGH KENTUCKY ASSOCIATION OF CHIEFS OF POLICE YOU SET MORE THAN FIVE YEARS AGO?

We have worked diligently on our policies, procedures and trainings to meet the standards established by KACP and received our re-accreditation.

DO YOU HAVE ANY NEW PROJECTS?

I currently am working on increasing the number of sworn officers for the department, as well as maximizing the retention of our officers. We also are working on a comprehensive upgrade to the E-911 communications center.

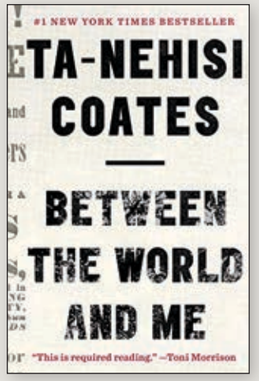


Book Review

Ken Morris | Instructor, DOCJT

Between the World and Me

Race in the United States



I learned about the book, "Between the World and Me," from a Sunday morning program, CNN's Global Public Square hosted by Fareed Zakaria. Each week Zakaria identifies a specific book of the week because of its relevancy to current events, and discusses it with the author. Being naturally curious, I became interested because the dialogue referenced the recent encounters between the police and African-American communities.

"Between the World and Me" is a personal, agonizing look at race in America. Written as a letter to his 15-year-old son, it is a thorough illustration of racism in our country today and its historical roots. He tells of his unlikely road from growing up on the streets of Baltimore, attending Howard University (which he calls Mecca because of the students and faculty diversity), and walking Paris' boulevards. Coates intermingles his memoir, discourse and what appears to be an outcry, by clearly defining what it means to be a black man in America.

He offers what may be to many, some unwelcome truths, unexpected perspectives and unbiased opinions. However difficult as they may be, they must not be ignored.

Coates pays special attention to the American dream amid the exhausting realities of ghettos, from slavery to the killing fields of Detroit, Chicago and Baltimore, where he grew up living in fear. He is pleading for his son to know the struggles of African-Americans and cautions against illusions that American racism exists in a distant past.

Not only does the book speak forcefully to some of the most important issues facing our country today, but it also pays close attention to facts. His son is emotionally affected by Eric Garner, John Crawford, Tamir Rice, Walter Scott and Renisha McBride, and Coates is personally affected by the killing of his friend Prince Jones by an undercover African-American police officer. The text to his son is as much about his love for him as a cautionary narrative about the history of America and the African-American community.

As a meditation on race in America, haunted by the bodies of black men, women and children, Coates's compelling, indeed striking, work is rare in its power to make you want to slow down and read every word.

Ta-Nehisi Coates, in writing to his son has written to us all. He has written a devastating account of race in America 2015.

If you, like me, are a white person, and you're wondering if you should read this book — just read it. It's a short book and you'll learn a lot, no matter who you are. In class, we often talk about discrimination, poverty, inequality, unfairness, inopportunity, poor education and unemployment and how it affects our nation. We call it social dynamite. Coates tells his viewpoints, and the book helps us look at the social inequities through his lens. If I haven't convinced you to read this book, listen and watch current events throughout the country, and ask why? Think about Ferguson, Mo.; Baltimore, Md.; North Charleston, S.C. and Cleveland, Ohio, and ask yourself what we can do to change things.

I can guarantee this book will be illuminating. It's not, "This is how things were," it's, "This is how things are."

By Ta-Nehisi Coates, Spiegel & Grau, New York, NY, 2015, pp. 176

STRANGE STORIES FROM THE BEAT

Show me your hands, or your dance moves

A 17 year old said an officer arrived at the scene while she was dancing to the popular song, "Watch Me (Whip/ Nae Nae)." The officer laughed and claimed she had better dance moves. A dance-off then broke loose between the officer and the girl, on one condition: If the officer won, the teens had to leave the area. The officer matched the young girl with each step. The police officer was ready to keep going, but after several minutes of dancing the teen was tired, so the two hugged and everyone went their separate ways.

Man sings Justin Bieber, then gets arrested

A West Virginia man was taken into custody — not once, but twice — after attempting to sing Justin Bieber to a middle school over the intercom. He was then escorted to a hospital for a mental evaluation. Hours later he was arrested again for trying the same thing at a church daycare. The man allegedly said that he had done this for years.

Fifty cents more for a biscuit? NO WAY!

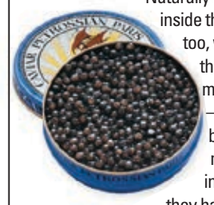
A man was apparently infuriated by the price jump of the biscuits at his local Waffle House. Enraged, he kicked the front door shattering it into pieces after jumping out of his booth and throwing his bill on the floor. He was detained at a nearby apartment complex where he told authorities he "barely" kicked the door. He was charged with disorderly conduct and second-degree criminal damage to property. He was also presumably sent to bed without his sausage biscuit.

Fifty pounds of marijuana was delivered, but not to the right person

The police are asking the person who was expecting 50 pounds of marijuana in the mail to come claim the package. A homeowner called the police when it was delivered and to the wrong address. Police opened the packages and found marijuana in sealed bags. Police said the person who it was intended for is more than welcome to come to police headquarters to claim the drugs.

Not a dead body, but caviar

Police in Russia stopped a speeding hearse on a highway, expecting a body. They found half a ton of caviar stashed inside instead. When police asked the driver to open the car there were plastic containers full of caviar hidden under wreathes. Naturally they looked inside the casket, too, where they found more caviar — and no body. The men driving insisted they had no idea they were transporting the fish-egg delicacy instead of a body.



IF YOU HAVE ANY funny, interesting or strange stories from the beat, please send them to jimd.robertson@ky.gov

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CRIMINAL JUSTICE TRAINING

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